. 1	BETWEEN THE PASADENA AREA COMMUNITY COLLEGE DISTRICT		
2	and the		
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	The parties actes into this Operator to Associate the test south of the test of te		
.9 10	The parties enter into this Supplemental Agreement in their continued response to the COVID- 19 epidemic to (1) continue to follow public health directives, guidance, and practices.		
10 11	This Agreement is effective and covers work performed beginning August 23 through December		
12	12, 2021. Should the need for this Side Letter Agreement to extend beyond Fall Semester 2021,		
13	nothing in this agreement shall be precedent setting in future situations, nor will not bind the Parties in any future action. To the extent this Agreement contains new terms, it supersedes the		
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15	parties' COVID Emergency Agreements.		
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17	As a condition of employment, the District shall require vaccinations of all personnel and		
18	students by September 30, 2021. Because of this timing, employees working on campus, will need to have at least one vaccination shot by August 30, 2021, with verification of the second vaccination shot by September 13, 2021, allowing for any medical and religious exemptions		
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20 21	required by state and Federal law.		
22	required by state and i ederal law.		
23	People are considered fully vaccinated: + 2 weeks after their second dose in a 2-dose series,		
24	such as the Pfizer or Moderna vaccines, or. 2 weeks after a single-dose vaccine, such as		
25	Johnson & Johnson's Janssen vaccine.		
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27	 Classified personnel, who are not vaccinated and do not have a district granted 		
28	exemption or deferral by September 30, 2021 shall be issued written reprimand		
29	noting the districts possible intent to terminate if the employee does not get		
30 31	vaccinated or receive an exemption by December 31, 2021.		
32	 Classified personnel without a medical, religious or deferral exemption, who are 		
33	not vaccinated by the first day of the Spring 2022, semester will receive a		
34	discipline charge letter noting the District's intent to terminate.		
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36	 All Classified personnel, who are not vaccinated will be required to COVID test 		
37	weekly without exception.		
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39	 Classified personnel, who are not vaccinated and do not have a district granted 		
40	exemption or deferral and miss any weekly COVID test will immediately receive a		
41 42	discipline charge letter noting the District's intent to terminate.		
42 43	Exempted non-vaccinated employees will also be required to COVID test weekly through		
44	December 31, 2021. Exempted individuals who miss a test will receive a written		
45	reprimand. A second missed test will result in a disciplinary charge letter noting the		
46	District's intent to terminate. Classified personnel may test with their own provider.		
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- The District shall make every attempt to provide vaccination clinics for all staff and students during the term of this agreement. The District has currently scheduled clinics for August 3, 2021, and August 24, 2021. During Fall 2021, should boosters be recommended by city, county, state or federal entities, the District shall host clinics throughout the semester.
- 54 2. Masking will be required in indoors public spaces of all persons on campus through 55 December 2021 and beyond if necessary.

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- 57 3. Work-Stations. The District shall provide clean, sanitized, safe, working spaces in conformance with COVID-19 guidelines and health orders from federal, state, and local 58 59 public health officers. These guidelines may include, but are not limited to, items such as maximum occupancy of classrooms; appropriate social distancing requirements for all 60 61 instructional/non-instructional spaces; limits on the number of classes/students allowed on campus and within each building at any given time; limits on hallway and bathroom 62 use: cleaning and disinfecting requirements; and the provision of personal protective 63 equipment (PPE) for staff and students. In addition, Personal Protective Equipment (PPE) 64 65 as necessary for any staff working on campus during this period will be provided. Staff 66 can also choose to bring their own PPE to their work-stations, so long as the PPE is in compliance with the above guidelines. 67 68
- 4. The District will provide reasonable accommodations as required under State and Federal
 Taw for individuals medically unable to take the vaccine.
- COVID-19 Exposure. A CSEA member may take leave if the member is unable to work
 or telework for any of the following reasons:
 - Caring for themselves: If the staff member is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer with jurisdiction over the workplace, has been advised by a healthcare provider to quarantine, or is experiencing COVID-19 symptoms and seeking a medical diagnosis.
 - Caring for a Family Member: The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school or place of care is closed or unavailable due to COVID-19 on the premises.
 - Vaccine-Related: The covered employee is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms;
 - Personnel who must be absent from work for more than the allowed 80 hours will continue to be eligible for the original agreed upon additional 56 sick time hours if the staff member has been diagnosed by a health care provider with COVID-19 (or have the ability to work online if their assignment allows). Staff who the need to continue taking extra precautions for themselves and or family/household members shall be provided with options for further absence from work, including

97	the ability to work online.		
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99	If additional State or Federal authorization and appropriations for additional paid		
100	sick leave are approved, such as HR 6201 and SB 95, unit members who utilize		
101	paid sick leave for the purposes of quarantine, diagnosis, or preventative care		
102	shall be entitled to a leave credit in those amounts and at those rates as		
103	authorized by law.		
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105	Quarantining, contract tr	acing, and closure procedures shall adhere to City, Count	
106	CALOSHA and State Department of Public Health protocols.		
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108	This MOU is intended to address the impacts and effects of the return to campus for Fall 2021		
109	as of the date of execution of this agreement. However, the Parties agree that subsequent		
110	events may require additional discussion or create additional impacts and effects, and any		
111	additional changes to workload, calendar, or access to campus and resources will be negotiated		
112	between the parties.		
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115	Signed and entered this 13	day of Jugar , 2021.	
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119	FOR THE COLLEGE DISTRICT	FOR CFT	
120	NRI	Toma Capillar	
121	-10/2	Tony Casillas (Aug. 18, 2021 W 28 PDT) Aug. 13, 2021	
122	/ / /	Tocoph Jacklin	
123	- /	Aug 13, 2021	
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