

- 3 Faculty currently scheduled to work during the winter intersession (January 3 through February 5, 2022) will have a defered vaccination compliance date of February 7, 2022**
- a Religious and medical accommodation/exemption requests must be submitted to Human Resources no later than January 24, 2022**
 - i The District is working with a third party vendor to help review exemption requests.**
 - ii If approved, the exempt employees are required to submit to weekly Covid 19 testing and current masking rules established by local, state, or federal health department agencies.**
 - iii If denied, the employee will be informed in writing as to why they were denied, and an interactive meeting will be initiated within a timely manner to address issues related to the denial**
 - 1. An LBCCFA representative will be available for this meeting per contract language at the discretion of the faculty member;**
 - 2. After the interactive meeting if there has been no change to the original request, then progressive discipline will be initiated**
 - b Vaccine records, demonstrating fully vaccinated status, must be uploaded to the LBCC employee portal no later February 1, 2022**
- 4 Employees experiencing side effects, caused by a vaccine or vaccine booster; will be allocated and may charge up to 40 hours of related illness through the Vaccine Recovery Leave, which is a separate leave category from personal sick leave.**
- 5 Employees who fail to upload the vaccine/booster records demonstrating fully vaccinated status by the deadlines outlined in this document, and without any authorized exemption or accommodation will be placed on a leave without pay, and the District will initiate a progressive disciplinary process, up to and including dismissal**
- a Employees will be barred from working their Spring 2022 load until they comply with the requirements of the vaccine/booster as listed in this MOU per the remediation steps listed below**
 - b After employees comply with the vaccine mandate or gain an approved exemption, they will work with their area dean/administrative supervisor to coordinate a Spring 2022 load**

Remediation steps:

Benefits, due to unpaid leave status, may be affected during the quarter that the employee is on unpaid leave.

discuss the importance of following protocol and reminds employee of the process and that they cannot be at work or on campus and will be off work in unpaid status per the mandate until they comply with protocol the District has in place


- **HR will follow up with employee**

Step Two

- **Week Two**


	<ul style="list-style-type: none"> This action affects the employee's personnel file and as a matter of discipline, the employee must be given an opportunity to submit a rebuttal in writing per Article 8.5 of the CBA <ul style="list-style-type: none"> HR will follow up with employee
<ul style="list-style-type: none"> 4th step - failure to submit vaccine/booster or exemption request information for five weeks after the required policy deadline. 	<ul style="list-style-type: none"> Suspension – 10 day suspension Week 5 - meeting via Zoom with HR and area dean/administrative supervisor to review all previous incidents and for placement on a ten day suspension, inform employee of due process rights and process; all information placed in employee's personnel file.
<ul style="list-style-type: none"> 5th step - failure to submit vaccine/booster information after opportunities provided above, steps 1-4 	<ul style="list-style-type: none"> Employee termination – the District will inform employee of due process rights and process; all information placed in employee's file.

For the District:



Loy Nashua
Vice President, Human Resources
 Date Dec 17, 2021


**For the Long Beach City College
 Faculty Association**



Suzanne Engelhardt
President
 Date Dec 13, 2021



CCFA-LB 

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