

**Memorandum of Understanding
between
Eastern Washington University and United Faculty of Eastern
Regarding
Impacts of COVID-19, High Risk Employees, and Tenure/Promotion for Fall 2021**

This Memorandum of Understanding (MOU) between Eastern Washington University (EWU) and the United Faculty of Eastern (UFE) amends the September 1, 2019 - August 31, 2022 Collective Bargaining Agreement between Eastern Washington University and the United Faculty of Eastern (CBA) to address issues impacts of COVID-19 for fall quarter and semester 2021.

Agreement

In light of this continuing and unprecedented situation caused by COVID-19 and Governor Inslee's recent emergency order on mandatory vaccines and indoor masking, issued on August 20, 2021, the parties agree as follows:

- (1) The timeline for assistant professors who would have otherwise been able to apply for tenure and promotion (Article 4.1.2) during fall quarter or semester 2021 will be extended from six years to seven years, unless faculty prefer the six-year timeline. In the latter case, faculty will not be subject to early tenure requirements under Article 4.1.2(b). Faculty will notify the chair and dean that they plan to utilize this extension no later than January 4, 2022.
- (2) Pursuant to the Washington State Health Emergency Standards Act (HELSEA), which was enacted into law on May 21, 2021 (ESSB 5115), faculty who fall within the high-risk category as defined by the Centers for Disease Control may submit a request for an EWU COVID Alternate Work Arrangement Plan for High Risk Employees. The request must be accompanied by a written certification from a health care provider regarding health status and whether the employee may return to the workplace with additional accommodations in place considering the person's medical condition, vaccination status, and the particular circumstances of their job. The form can be accessed at:

<https://in.ewu.edu/hr/wp-content/uploads/sites/40/2021/04/EWU-Alternate-Work-Plan-4-21-21-fillable.pdf>.

The plan must be submitted to Human Resources for review, processing, and approval.

- (3) Faculty members may elect to hold office hours over Zoom. If they so choose, the timing of Zoom office hours must be announced on the Canvas course page and listed on the course syllabus. Faculty members may elect to move from face-to-face to Zoom office hours during the term, but such a change must be announced on the Canvas course page and updated on the course syllabus. If a student makes a specific request for an in-person meeting, faculty members will make every effort to meet with students, given the safety protocols in place, either during office hours or an alternate time. Faculty may elect to hold such meetings in alternate spaces, if necessary.

- (4) Beginning Monday, September 27, 2021, the University will provide UFE and the campus community with aggregate vaccination and waiver statuses for employees twice a month throughout fall quarter/semester. Data on active employee cases on campus, including in each building, is updated regularly on the EWU COVID-19 Case Statistics website at:
<https://inside.ewu.edu/rcp/risk-management/covid-19-stats/>.
- (5) Faculty members may conduct a voluntary anonymous poll of their students, on Canvas, about students' vaccination and exemption status. Faculty may use this data to determine how they wish to conduct in class or lab instruction; however, the Provost's Office retains decision authority regarding whether classes may be moved online.
- (6) Chairs and directors of schools and programs may conduct a voluntary anonymous poll of the faculty in their department or program, on Canvas, about their vaccination and exemption status.
- (7) The University will continue to report the number of positive test results by EWU students and employees who had contact with campus during their infectious period at least weekly during fall semester/quarter. The report can be accessed at:
<https://inside.ewu.edu/rcp/risk-management/covid-19-stats/>.
- (8) Faculty members may attend any required non-instructional meetings via Zoom, not including classes/labs/seminars that faculty are responsible for teaching or participating in.
- (9) The University may elect to move all courses to an online format following the Thanksgiving/Native American Heritage Day break (November 24-26, 2021). In order to allow adequate time to prepare for this transition, EWU must inform faculty members of this change at least five (5) business days prior to the beginning of the break (November 17).
- (10) Faculty who seek a medical exemption and reasonable accommodation from the mandatory vaccination requirement should contact EWU Human Resources. Faculty who seek a religious exemption and reasonable accommodation from the mandatory vaccination requirement should contact the Office of Equal Opportunity.
- (11) Governor Inslee has issued a deadline for mandatory vaccines or exemptions by October 18, 2021, but the EWU deadline will be September 15, 2021. In order for the University to fulfill the expectations of this MOU, the parties agree that 100% of faculty members must have uploaded their vaccination status to Med+Proctor or exemption/accommodation status to HR or the Office of Equal Opportunity by October 18, 2021.
- (12) EWU will provide a one-page summary of the Governor's Proclamation and University policy relevant to deadlines to obtain mandatory vaccines or obtain medical or religious waivers, the process for submitting vaccine records and medical or religious waivers, and masking and will distribute it to all members of the EWU campus community.

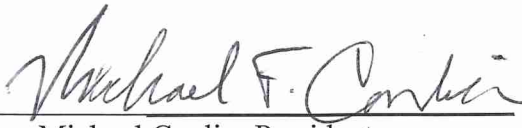
- (13) Faculty who are quarantined because of Covid-19 infection or isolated because of potential exposure to a person who has tested positive for Covid-19 will follow the Sick Leave provisions in CBA Article 11.1.1.
- (14) No other provisions of the CBA are being altered by this MOU.

This Agreement shall take effect as of the date it is fully executed by the parties.

EASTERN WASHINGTON UNIVERSITY

UNITED FACULTY OF EASTERN

BY: 
Brian Levin-Stankevich, Provost

BY: 
Michael Conlin, President

DATE: 9/22/21

DATE: 9/22/2021