

MONTGOMERY COLLEGE
and
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO, COUNCIL 67, LOCAL 2380

MEMORANDUM OF AGREEMENT

November 5, 2021

The Health and Safety of the Montgomery College community requires that steps be taken to have the greatest number of employees vaccinated against COVID-19. After negotiating in good faith, the American Federation of State, County and Municipal Employees, Local 2380, (the Union) and the Board of Trustees of Montgomery College (the College) enter into this Memorandum of Agreement (MOA) for implementing the College's COVID-19 Vaccination, Safety & Disciplinary Action Protocols (Protocols), effective October 29, 2021:

General Requirements

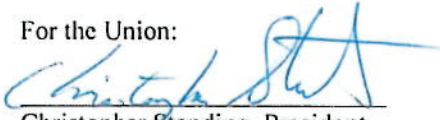
- Bargaining Unit members must comply with the Protocols, including by submitting verification of full vaccination status by 5:00 pm on Friday, November 5, 2021 or submitting a request for a medical or religious exemption online on the Report COVID-19 Vaccination Status page by 5:00 pm on Friday, October 29, 2021.
- Pursuant to the Protocols, Bargaining Unit members must be fully vaccinated or have an approved medical or religious exemption as of November 5, 2021 and October 29, 2021, respectively, to be present on campus or to continue working (including telework).
- Employees who are not fully vaccinated or who do not comply with the Protocols will be subject to progressive discipline as set forth in the Protocols. For example, Bargaining Unit members with approved medical or religious exemptions must comply with all health and safety protocols established by the College, including weekly testing for COVID-19 and a daily assessment symptom monitoring process.
- For purposes of compliance with the Protocols, the disciplinary process set forth in the Protocols applies instead of the discipline and discharge provisions in Section 3.3 of the Collective Bargaining MOA dated January 14, 2020 between the parties.

Application of the Grievance Procedure

- Any grievance filed based on the requirements of this MOA will be initially processed at Step 3 of Section 4.1 of the Agreement.
- While the provisions of Article 4 of the Agreement apply to this MOA, discipline and subsequent discipline for a Bargaining Unit member's failure to adhere to the Protocols will not be delayed because of the filing of a grievance.

The College will not challenge any claim for unemployment benefits filed by a Bargaining Unit member terminated under the Protocols.

For the Union:


Christopher Standing, President

For the College:


Sherwin A. Collette, Senior Vice President for
Administrative and Fiscal Services

Date: 5 Nov. 2021

Date: 11-5-2021