2	BETWEEN
3	THE STATE OF WASHINGTON
4	AND
5	WASHINGTON FEDERATION OF STATE EMPLOYEES
6	COVID-19 Safety and One-Time Booster Incentive Lump Sum Bonus
7	
8	A. COVID-19 Vaccination
9	It is the duty of every Employer to protect the health and safety of employees by
10	establishing and maintaining a healthy and safe work environment and by requiring all
11	employees to comply with health and safety measures. All employees are required to
12	complete their primary series of COVID-19 vaccines (e.g. be fully vaccinated)
13	according to the schedule recommended by the U.S. Center for the Disease Control and
14	Prevention or be approved for a medical or religious exemption and accommodation as
15	a condition of employment. Employees who fail to maintain this condition of
16	employment for their position will be subject to non-disciplinary separation.
17	Employees who provide proof of up to date COVID-19 vaccination, to include
18	boosters, will receive a one time lump sum payment pursuant to Article 42, Section D
19	Lump Sum of this MOU 42.38 Lump Sum. All information disclosed to the Employer
20	during the vaccination verification process will be stored in the employee's confidential
21	medical file only. This information will only be accessed by the Employer on a need-
22	to know basis.
23	Quarantine Following Exposure Risk
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25	If the Employer requires an employee to quarantine, following an exposure to a
26	eontagious disease, the employee will be released with no loss of pay for the
27	duration recommended by the Centers for Disease Control (CDC). An employee

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28 may be required to telework during the quarantine period. The employee is not permitted to report to the worksite during the time they are in quarantine. If the 29 30 employee is directed to telework and declines to do so, the employee must use their 31 own accrued leave or be in a leave without pay status for the time in quarantine. If at any time during the recommended quarantine period the employee becomes 32 33 symptomatic or tests positive for COVID-19 or other contagious disease, they will 34 be no longer considered in quarantine and would move to an isolation period. 35 Employees in the isolation period would be required to use accrued leave in accordance with the collective bargaining agreement or may telework, if they feel 36 37 well enough to work and are approved to do so, until such time as they are no longer 38 deemed contagious. If the employee's accrued sick leave is at risk of falling under forty (40) hours, they 39 40 may request shared leave from the shared leave bank if they are required to isolate or quarantine and the employer if unable to accommodate an alternative work 41 42 assignment. 43 Testing 44 45 If the employer requires an employee to get a Covid 19 or other test, it shall be 46 done on the Employer's time and expense, including any needed travel time. 47 When an employee tests positive and is sent home to isolate and the confirmation 48 test comes back negative, any use of accrued leave during the isolation period will 49 be credited back to the employee's leave bank. 50 51

52	<u>A</u> Ð.	One-Time Lump Sum Payment for Providing Proof of up to date
53	COVID	-19 Booster(s)
54	- <u>Emp</u>	loyees who provide proof of up-to-date COVID-19 vaccination, to include
55		ters, will receive a one-time lump sum payment. All information disclosed to
56		Employer during the vaccination verification process will be stored in the
57		oyee's confidential medical file only. This information will only be accessed
58		e Employer on a need-to-know basis.
59		
60	a	Effective July 1, 2023, bargaining unit employees will be eligible to receive
61		a one-time lump sum payment if they meet the following conditions:
	82	
62		Employees who choose to be boosted, at a location of their choosing, and
63		voluntarily provide their employer with proof of up-to-date COVID-19
64		booster vaccination, which must include any boosters recommended by the
65	*3	U.S. Centers for Disease Control (CDC) at the time proof is provided to the
66		employer, between January 1, 2023, and December 31, 2023, shall receive
67		a one thousand dollar (\$1000.00) one-time lump sum payment to be paid no
68		earlier than July 25, 2023. The Employer will provide the employee with
69	98	written acknowledgement of receipt of proof, which shall include the date
70		when the documentation of up to date COVID-19 boosters was provided.
71		
72	b.	The lump sum payment will be reflected in the employee's paycheck subject
73		to all required state and federal withholdings and be provided as soon as
74		practicable based upon their agency's Human Resources and/or payroll
75		processes. The lump sum payment shall not be considered salary or base
76		pay and therefore is exempt from union dues.

77	1.	Bargaining unit employees will only receive one lump sum payment			
78		regardless, if they occupy more than one position within State			
79		government or higher education. Eligibility for the lump sum			
80		payment will be:			
81	Q.	a. Based upon the position in which work was performed on			
82		the date the up-to-date status is verified; or			
83		b. If no work was performed on the date the up-to-date status			
84	¥	is verified, then based on the position from which the			
85		employee receives the majority of compensation.			
86	3.	Employees will receive the lump sum payment only once during			
87		their employment with the State, regardless of whether they hold			
88	*	multiple positions or are employed by multiple agencies between			
89		January 1, 2023 and December 31, 2023.			
90					
91 92	The provisions contained in this MOU become effective on July 1 January 1, 2023. T Ihis MOU shall expire June 30, 2025 December 31, 2023.				
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94		TENTATIVE AGREEMENT REACHED			
	For the Employer:	For the Union:			
	my	09/21/2022 un to 9/21/22			
	Scott Lyders, OFM Labor Negotiator	Date Chris Fox Date WFSE/AFSME Council 28 Chief Negotiator			
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