



MEMORANDUM OF UNDERSTANDING

Between

City of Bellingham

And

Washington State Council of County and City Employees, AFSCME, AFL-CIO
Local No. 114L

2021 Vaccine Mandate – Mayor Seth Fleetwood’s Emergency Order 2021-02

- I. **PURPOSE:** The purpose of the agreement is to satisfy the bargaining impacts of the vaccine mandate created by Mayor Seth Fleetwood’s Emergency Order 2021-02 to the Local 114L bargaining unit. The parties agree that the provisions of this agreement will satisfy any needs to bargain any similar future COVID-19 vaccine mandates whether enacted by the mayor and/or Council, the state, the federal government, or the local health department.
- II. **SCOPE:** This agreement covers all members of the Local 114L bargaining unit.
- III. **AGREEMENT:**

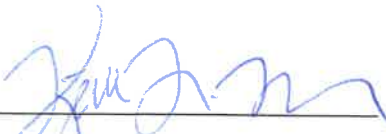
WHEREAS, Mayor Seth Fleetwood declared in Emergency Order 2021-02 that all City employees are required to be fully vaccinated against the COVID-19 virus as a condition of employment no later than December 3, 2021;

NOW, THEREFORE, the parties agree that:

- In lieu of time worked to accommodate getting vaccinated, all employees in union eligible positions will receive 8 hours of paid leave after providing proof of vaccination, per the Mayor’s emergency order. Employees may access these 8 hours from their Contract Leave Bank beginning January 1, 2022. All 8 hours in the Contract Leave Bank can be used in any increment of time through December 31, 2022. Any remaining hours will be forfeited.

- It is understood this agreement does not cover any further booster shot requirements or additional future virus or vaccines. Both parties agree that any future vaccine mandates or COVID-19 booster shot requirements will constitute a change in current working conditions, the impacts of which may need to be bargained.

EXECUTED, this ____ day of _____, 2021 for Local 114L:



President

DATED this 29th day of November, 2021 for the CITY OF BELLINGHAM:



Mayor


ATTEST: 

Finance Director



Human Resources Director

APPROVED AS TO FORM:



Office of the City Attorney