

Memorandum of Understanding between

SEIU775 (“Union”) and Catholic Community Services (“Employer”)

Regarding COVID-19 (Nova Coronavirus) Vaccinations Time Loss

The parties enter into the following agreement in response to ongoing health concerns presented by the COVID-19 virus.

RECITALS

- A) The parties share a mutual interest in assuring the health and safety of clients, families, staff and the community.
- B) Healthcare workers are on the front lines in the delivery of essential health services to clients in need.
- C) The decisions of the parties should be guided by the Centers for Disease Control and other public health agencies.
- D) While caregivers are eligible for COVID-19 vaccinations, accessing and getting vaccinated, including wait time and drive time to clinics, can take several hours. These are hours caregivers are not able to work and, therefore, may result in potential loss of income.
- E) The variables in accessing and obtaining a vaccination are complex. Specific time tied to each employee’s experience would be very challenging to track and pay. Therefore, the parties agree to one set amount to help defray the potential loss of income employees may see when accessing and obtaining vaccinations.
- F) This program is to help assure employees do not suffer economic loss due to accessing vaccinations against the Coronavirus.
- G) This is in addition to and does not replace a separate MOU that pays for time loss to employees who are experiencing symptoms that require them to not work (MOU signed 11/23/20).

AGREEMENT

- 1. The purpose of this program is to help defray potential loss of income as a result of employees who access and obtain COVID-19 vaccinations.
- 2. The Employer will pay any employee who shows proof of vaccination \$100.
- 3. In order to receive the payment, employees must provide a valid copy of their CDC COVID-19 Vaccination Record Card issued by a Healthcare Professional or Clinic Site.
- 4. The payment will be made upon completing the vaccination series; currently two shots for Pfizer or Moderna and one shot for Janssen (Johnson & Johnson).
- 5. Only one payment will be made to any employee who shows proof.
- 6. Payment will be retro-active to employees who were vaccinated prior to this MOU.
- 7. The Employer has no obligation to continue this program and may end or amend the program at any time.
- 8. Should the employer end or amend the program, the employer will communicate such to the Union in advance.

Signed by the Employer:

[Handwritten Signature]

Date:

3-19-21

Signed by the Union:

Nancy Corado

Date:

03-19-2021