

THE MARYLAND-NATIONAL CAPITAL
PARK AND PLANNING COMMISSION'S
COVID VACCINATION PROPOSAL TO
MUNICIPAL AND COUNTY GOVERNMENT
EMPLOYEES ORGANIZATION

UFCW, LOCAL 1994

November 23, 2021

7:40 p.m.

The parties shall enter into a memorandum of agreement, which includes the following:

1. On or before **December 1, 2021**, all bargaining unit employees who have not submitted a request for a medical or religious accommodation must provide proof that they are fully vaccinated (as defined in the September 21, 2021 MOU) with the required doses of FDA Authorized (including emergency use authorization) COVID-19 vaccinations.
2. Bargaining unit employees who have submitted a request for a medical or religious accommodation which is outstanding as of **December 1, 2021** shall not be placed on unpaid leave until a decision is made regarding their exemption request. Such employees shall not be permitted in the workplace until a decision has been made on their exemption request. Consistent with the terms of Article 21 of the Collective Bargaining Agreement, administrative leave may be implemented if telework cannot be accommodated while their request is pending.
3. Employees who are informed that their medical or religious accommodation request has been denied shall have three (3) business days from the date of the notice of denial to provide the Commission with proof of initial vaccination. Those who submit such proof of initial vaccination shall be required to use their own leave until they provide proof that they are fully vaccinated. Those who do not submit such proof of initial vaccination shall be treated as choosing to not become vaccinated.
4. All bargaining unit employees who provide proof of initial vaccination by **December 1, 2021**, shall be required to use their own leave until they provide proof that they are fully vaccinated.
5. Any bargaining unit employee who 1) is not fully vaccinated by **December 1, 2021**, 2) has not submitted a request for a medical or religious accommodation by **December 1, 2021**,

or 3) has had their accommodation request denied and not provided proof of initial vaccination per point 3 above, may not report as scheduled, shall not work remotely, and shall be required to use leave without pay. Failure to comply with this Agreement's requirement that bargaining unit employees provide proof that they are fully vaccinated may subject an employee to further discipline, consistent with Article 32 of the Collective Bargaining Agreement.

~~6. MCGEO agrees to 1) withdraw all pending ULPs and grievances, and 2) waive its right to file any additional grievances or unfair labor practices related to events predating the execution of this MOU.~~