

Memorandum of Understanding
between the
Solano Community College District and
Operating Engineers, Local 39

This will confirm an understanding reached between the Solano Community College District ("District") and the Operating Engineers, Local 39, ("Union"), collectively "the parties" as to the impacts and effects of the Vaccine/Testing Mandate adopted by the Board of Trustees at its September 15, 2021 meeting. **The mandate does not apply to those who are working their entire shift remotely.**

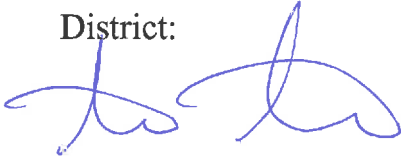
1. Those Local 39 members who are fully vaccinated against the Coronavirus may submit a photo of their vaccine card or a QR code from the State to CovidCaseworker@solano.edu. This information will be kept in Human Resources with the employee's required tuberculosis test results, and will not be made available to others. This record of vaccination will exempt the employee from twice-weekly testing for the virus.
2. Members who have not presented proof of vaccination will be required to take a PCR or antigen test twice a week to determine their positive or negative virus status, until such time as the mandate expires or is rescinded. PCR testing will be provided at no charge at the Fairfield campus, and may be done during the work shift of the employee. A notice of the testing location and hours will be provided to all members using their college email address. In addition, a suggested schedule of testing dates will be provided. Positive results from campus-administered test will be sent to HR, whose staff will contact the employee. The test must be administered no more than 72 hours before the employee is due to be at a college worksite. HR will work with unvaccinated members to develop a personalized testing schedule. A member who is absent on a test day is responsible for obtaining a test off-campus and submitting the results before returning to work on campus. If a member arrives at work without test clearance, they will be sent home after testing to work remotely until the test results are available. Refusal to test will result in progressive discipline.
3. Members may also choose to be tested at commercial or medical sites

other than the Fairfield campus. It is then the member's responsibility to submit a copy of his/her test results to CovidCaseworker@solano.edu before the start of the next work shift.

4. Members who test positive who were NOT exposed at work and must quarantine will need to use their own leave time unless legislation is passed that extends leave for this purpose. Those who were exposed at work and required to quarantine will have their full salary paid per Article 9, section 9.15 of the Local 39 Memorandum of Understanding.

The memorandum of understanding is subject to change by mutual agreement of the parties and will expire on June 30, 2022, unless vaccine/testing legal mandates change prior to this date.

District:



Salvatore Abbate

Union:



Stan Eichenberger