

MEMORANDUM OF UNDERSTANDING
Between the Lecturers' Employee Organization (LEO) and the University of Michigan
Regarding the Vaccine Mandate

This Memorandum of Understanding ("MoU") is made by and between the University of Michigan and the Lecturers' Employee Organization.

On July 30, 2021, the University of Michigan instituted a COVID vaccine mandate. The mandate takes effect on August 30, 2021.

The parties have a mutual interest in ensuring the health and safety of our community. As such, the parties enter into the following agreement:

1. Beginning September 20, 2021, Employees on the Ann Arbor, Dearborn and Flint campuses are required to submit to the Employer proof of vaccination status. Employees must have received at least one dose of a COVID vaccine by that date.
2. Employees who fail to comply with the vaccine mandate will be subject to disciplinary actions. Complying means submitting a status of having received at least one dose or having applied for an exemption/postponement. The disciplinary action will be a three-step process implemented at the unit level:
 - a. Step one: Employees who have not submitted their status will be given a verbal warning and asked to comply with the vaccine mandate within seven days of the warning.
 - b. Step two: Employees who fail to comply with the mandate within seven days of step one will be given a written warning (with a copy in their personnel file) and will not receive an annual increase in 2022-2023. Employees will also not be eligible to apply for or receive professional development funds for one year.
 - c. Step Three: Employees who fail to comply with the mandate within seven days of Step Two may be placed on unpaid leave of absence, with the rights of recall pursuant to Article XII, Section E.2 – E.6 (Layoff). Right of recall may also be contingent upon complying with the vaccine mandate.
3. Unvaccinated Employees will be required to follow the U-M face covering policy, receive weekly COVID-19 testing and perform daily symptom checks. Employees who fail to comply with the face covering policy, the weekly testing requirement or the submission of daily symptom checks will be subject to further discipline up to and including discharge, in accordance with Article XX, Discipline and Dismissal.
4. Employees may request a religious or medical exemption or a temporary postponement of the COVID-19 vaccination requirement, pursuant to the university's exemption process.

UM to LEO
September 15, 2021

5. Employees who have initiated an exemption request, temporary postponement or who are waiting for verification of vaccine status (full or partial) will be considered in compliance with the mandate while their information is under review. An employee who falls under the terms of this paragraph is required to comply with the steps set forth in paragraph 3 of this agreement.
6. Only those Employees who have taken no action by the September 20 deadline will be considered out of compliance at that time.
7. The Union will be provided regular updates of the number of Employees requesting exemptions or postponements and the numbers approved and denied. Employees whose requests for exemption or postponement are denied will be notified of their right to consult with the Union.

Signed in agreement by the parties:

Alexandra S. Matish

Alexandra S. Matish

For the University of Michigan

Date: September 18, 2021

Kirsten Herold

Kirsten Herold

For the Lecturers' Employee
Organization

Date: September 18, 2021