

**MOU between
Central Washington University and United Faculty of Central**

Regarding Impact of COVID-19, High Risk Employees, Governor's Mandatory Vaccination
Proclamation and CWU University Policy on Masking for Spring Quarter 2022

Agreement

The risk posed by COVID-19 is now abating, but remains significant, especially for certain segments of the population. Governor Inslee's vaccination order for state employees remains in force; as does his proclamation mandating that institutions of higher education must require vaccination of all students, faculty and staff in order to be able to hold unrestricted in-person instruction. However, Washington state's indoor mask mandate has been lifted for most locations as of March 12, 2022, allowing individual institutions and businesses to determine their own mask policies. In light of these facts, and recognizing the extraordinary efforts of the entire CWU campus to ensure compliance with vaccinations and masking, which have resulted in a safe and successful Winter 2022 quarter with many in-person classes, the parties agree to the following:

1. CWU will continue to require vaccinations for students and employees, in compliance with Governor Inslee's orders and CWU policy.
 - a. Continuing students who have not provided proof of full vaccination or received an approved medical or religious exemption will continue to have a hold on their Spring 2022 enrollment.
 - b. For as long as the Governor's vaccination order is in place, new students who, by April 25, 2022, have not provided proof of full vaccination or received an approved medical or religious exemption will have a hold placed on their Fall 2022 enrollment.
2. As of March 19, 2022, masks will be optional in non-instructional indoor spaces on campus (e.g. hallways, foyers, and other common areas).
3. Faculty and students will continue to be required to wear masks in all face-to-face classes and instructional spaces through the end of the day on Friday, April 8, 2022. Note that this period includes the break between the Winter and Spring quarters.
 - a. This temporary mask requirement also applies to any CWU-owned or contracted vans or buses transporting students on field trips or other instruction-related travel.
 - b. During this period through April 8, violations of masking requirements by students will be addressed in accordance with University policy (CWUP 2-40-145).
4. After April 8, 2022, masks will be optional in indoor instructional spaces on campus, with the following exceptions for certain instructional settings:
 - a. Any classes (e.g. laboratories or similar) which require close contact. Faculty instructors for such classes will state in their syllabus that masks will be required.
 - b. CWU-owned or contracted vans or buses transporting students on field trips or other instruction-related travel. Faculty instructors will state in their syllabus that masks will be required during such travel.

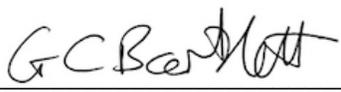
5. Faculty may continue to request that students wear masks in their classrooms after April 8. The University will encourage students to honor such requests.
6. Faculty may also continue to request, after April 8, that students wear a mask when meeting in the faculty member's office or in other spaces designated for one-on-one meetings (e.g. rooms in the Library or the Learning Commons). If the student declines, the faculty member retains the right to move the meeting onto a remote platform, or to a location where social distancing is feasible.
7. CWU will continue, throughout the quarter, to provide (and restock as needed) disposable masks in departmental spaces.
8. Faculty who show symptoms of, test positive for, or have been exposed to COVID-19, will follow CDC recommendations regarding quarantine, isolation, and testing: <https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html>. This may include remote instruction for a CDC-recommended period. Those who are unable to teach due to illness will follow the Sick Leave provisions in Article 19 of the CBA.
9. Faculty who require a medical accommodation for situations/conditions introduced by the University's COVID-19 protocols should contact CWU HR to request an accommodation.
10. Faculty who have young children who are not eligible for vaccination, or who live with other family members who are not eligible for vaccination or are otherwise at heightened risk from COVID-19, may consult with their chair and Dean to discuss suitable adjustments. Such adjustments may include social distancing in class, moving to a classroom with extra ventilation (whether through windows or internal vents), or remote teaching.
11. With the approval of the chair and Dean, a faculty member may modify the method of course delivery if it becomes impractical to continue in-person instruction because a significant portion of the class is absent due to COVID-related circumstances.
12. The above provisions are subject to revision, including reinstatement of a masking requirement or a return to remote instruction, if health conditions related to COVID-19 incidence are determined to be unsafe by the State or County Health Department.
13. All other Articles of the CBA are in effect.
14. This MOU is in effect upon ratification by the parties and applies only through the end of the Spring 2022 quarter.

Signed and dated this 16th day of March, 2022.

Central Washington University

By 
Title: Provost, CWU

United Faculty of Central

By 
Title: President, UFC