

BHE Proposal-Mandatory Vaccination Requirement  
August 18, 2021

APPENDIX G

The Parties agree that preventing the transmission of COVID-19 on the state university campuses will ensure the safest working environment for all members of the community. They agree the importance of fully vaccinating the population against COVID-19 cannot be overstated. For these reasons, the Parties agree to as follows:

All unit members who must have received at least one dose of the Moderna or Pfizer vaccine or the Johnson and Johnson vaccine by September 1, 2021. All unit members must receive the second dose of the Moderna or Pfizer vaccine no later than October 1, 2021 or prior to the start date of any subsequent term during which they will be on campus. If a booster dose is recommended by the Centers for Disease Control (CDC) or the Massachusetts Department of Public Health (MA DPH), unit members shall comply with the recommendation. Unit members will be required to provide verification of vaccination consistent with university policy. Unit members may seek exemption from this vaccination requirement for medical or religious reasons by completing the appropriate form and providing it with substantiating information to the university Human Resources Office. Unit members who exclusively provide remote instruction and will not be on campus will not be required to comply with this policy.

Unit members seeking exemption due to a sincerely held religious belief must attest that the COVID-19 vaccination conflicts with their sincerely held religious beliefs. The university may require the unit member to provide a statement describing the religious beliefs and why receiving the vaccine interferes with these beliefs.

Unit members seeking exemption from the vaccination requirement due to medical reasons shall provide an attestation from a licensed health care provider that describes the basis for the opinion that the employee cannot safely receive the vaccine.

Unit members who receive exemption from the mandatory vaccination requirement shall provide to the Human Resources Office at the start of each work week a negative COVID-19 test result conducted within the past forty-eight hours, together with an attestation that the employee personally underwent the COVID-19 test and the test result was negative.

A university may immediately terminate a unit member's employment contract for failure to comply with this mandatory vaccination requirement.