

Sent to all faculty on behalf of Richard Glejzer, Vice President of Academic Affairs and Ely Janis, Dean of Academic Affairs

Dear Colleagues,

Earlier this morning, we learned that an agreement has been reached with the Board of Higher Education on behalf of the Massachusetts State Universities and the Massachusetts State College Association/MTA/NEA representing **Day Contract MSCA Unit Members** regarding preventing the transmission of COVID-19 on the Massachusetts State University campuses and to ensure the safest working environment for all members of the community. It is our understanding that negotiations for the DGCE contract are still ongoing.

All Day Contract MSCA Unit members, regardless of vaccination status, shall wear a mask that complies with CDC guidelines over their mouth and nose in non-private spaces inside campus buildings, indoor facilities, and university transportation. Unit members seeking an exemption from the mask requirement policy due to medical reasons should seek accommodation through the University's ADA process. Unit members should work with their Department Chair or Library Director if they need resources to overcome challenges relative to providing instruction while wearing a mask.

All Day Contract MSCA Unit Members are now required to receive a dose of U.S. Food and Drug Administration (FDA) or World Health Organization (WHO) authorized COVID-19 vaccine by September 1, 2021 and a second dose, if required, as part of the vaccine regimen they have selected, by October 1, 2021. If a booster dose is recommended by the Center for Disease Control (CDC) or the Massachusetts Department of Public Health, Day Contract MSCA unit members shall comply with these recommendations.

Day Contract MSCA Unit Members not reporting to campus on or before September 1, 2021, due to an authorized leave and part-time faculty who are scheduled by the university to teach remotely and are not required to have an on-campus presence shall be required to be fully vaccinated prior to returning to campus; those unit members who due to such leave have not been vaccinated will not be permitted on campus. Unit members who are not fully vaccinated (that is, two weeks have not elapsed since their final dose) are required to wear a mask in compliance with Center for Disease Control (CDC) guidelines. A unit member may request an accommodation to wear an alternative face covering.

Day Contract MSCA Unit Members will be required to provide verification of their vaccination status by providing Human Resources a copy of their official COVID-19 Vaccination Record Card by September 1st. Please forward an emailed photo or hard copy of your official document to Linda Lazzari (L.Lazzari@mcla.edu) in the Office of Human Resources. Should you have any questions regarding this requirement, please contact Barbara Chaput at x5596. MCLA may download the vaccination status of unit members from the Massachusetts Information Database (MIIS) launched by the Massachusetts Department of Public Health Immunization Division.

Human Resources will review religious and medical exemption requests for approval consistent with state law (please contact Linda Lazzari or Barbara Chaput for the exemption request process). Employees covered under this requirement who have an approved exemption will be required to participate in regular COVID-19 surveillance testing and wear approved face masks until the College determines those measures are no longer required. Unit members who refuse vaccination without an exemption are not permitted to work.

Some other key provisions contained in the agreement include permitting all department meetings, governance committee meetings, and office hours to be conducted remotely and for asymptomatic testing to be provided for faculty. We are currently working with Health Services to finalize details on such testing measures and will respond shortly with more details.

Your health and safety, as well as the well-being of our campus and community, continue to be our top priority. Please feel free to reach out to us with any questions or concerns you might have.

Best Wishes,

Richard and Ely