

**Tillamook County
&
AFSCME Local 2734**

Memorandum of Agreement

**Governor Vaccine Mandate
PH38-2021/PH 39-2021**

This Agreement is between Tillamook County (Employer) and AFSCME Local 2734(Union) on behalf of all of the Union's represented employees.

Whereas, Governor Brown issued Temporary Administrative Orders PH38-2021 and PH39-2021 in August, 2021 mandating that defined employees are required to be fully vaccinated for COVID-19 on or by October 18, 2021, unless approved for a medical or religious exemption. Employees not meeting the requirements of the mandate are subject to separation of employment.

Therefore, the parties agree to the following:

1. For those employee required to comply with the existing mandate, an employee who provides proof of initial vaccination to Human Resources on or before October 17, 2021 may request a leave of absence to not attend work October 19, 2021 and thereafter up to the time period needed to be fully vaccinated as defined by the mandate. Such request will be approved upon receipt of a copy of valid vaccination documentation and an affirmation the employee will promptly adhere to additional vaccination timing to become fully vaccinated. Employees may use accrued leaves, except sick leave.
2. Employees may elect to receive a Covid-19 vaccination on duty subject to arranging such time with a supervisor.
3. Effective retroactive to August 25, 2021 to October 17, 2021, for those employees subject to the mandate who have been vaccinated or become vaccinated during this time period and incur side effects within the first three days following receipt of the vaccine and the employee is unable to report to work for their next scheduled workday, the employee may request up to eight (8) hours of paid leave as paid by the County. Those employees seeking this leave must contact Human Resources for further guidance and approval.

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4. This agreement expires on December 2, 2021, and this agreement is non precedent setting.
5. Disputes arising from this agreement defer to the grievance process of the collective bargaining agreement.
6. This agreement requires ratification by the parties.

This agreement is effective as fully executed below:

**BOARD OF COUNTY COMMISSIONERS
FOR TILLAMOOK COUNTY, OREGON**

Mary Faith Bell, Chair

Date

David Yamamoto, Vice Chair

Date

Erin Skaar, Commissioner

Date

FOR AFSCME LOCAL 2734

Nicole Meck
Nicole Meck, AFSCME Representative

Date

Melanie Hetrick
Melanie Hetrick, President

10-6-21
Date

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