

**Sent to all AFSCME employees on behalf of Barbara Chaput, Executive Director of Human Resources/Payroll Office**

Dear Colleagues,

Agreement has been reached with the Board of Higher Education on behalf of the Massachusetts State Universities and the American Federation of State and County and Municipal Employees Council 93, Local representing AFSCME 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. The applicable Memorandums of Agreement are attached to this email; please review them. ([AFSCME Mask MOA](#), [AFSCME Vax MOA](#))

**To highlight key points of the Agreements, all AFSCME members, regardless of vaccination status, shall wear a mask or cloth face covering over their mouth and nose in non-private spaces inside campus buildings or indoor facilities or college transportation. Masks are available across campus for people who have forgotten or lost their masks, or whose masks have been damaged. Employees may request heightened personal protective equipment if their job duties require such equipment in accordance with state and federal guidance or regulation.** AFSCME members seeking an exemption to wearing a mask or cloth face covering due to medical reasons shall seek accommodation through the College's ADA process by contacting Human Resources. AFSCME members who are not exempted and who do not comply with this or any other requirement to wear a face covering will receive progressive discipline per Article 28 of the collective bargaining agreement.

**All AFSCME members are also required to receive a dose of U.S. Food and Drug Administration (FDA) approved or emergency use authorized COVID-19 vaccine no later than September 14, 2021 and a second dose, if required as part of the vaccine regimen they choose, by October 12, 2021. If a single approved booster dose is recommended by the Centers for Disease Control, employees shall comply with the recommendation.**

**All AFSCME members will be required to provide verification of their vaccination status by providing Human Resources with a copy of their official COVID-19 Vaccination Record Card by September 15, 2021. Please forward an emailed photo or hard copy of your official document to Linda Lazzari ([l.lazzari@mcla.edu](mailto:l.lazzari@mcla.edu)) in the Office of Human Resources.** Should you have any questions regarding this requirement, please contact me. MCLA may download the vaccination status of unit members from the Massachusetts Immunization Information Database (MIIS) launched by the Massachusetts Department of Public Health Immunization Division.

AFSCME members may request exemption from the vaccination requirement for sincerely held religious beliefs or for medical exemptions by completing the appropriate exemption form and providing it, with substantiating information, to Human Resources. For medical exemption requests, Human Resources will engage in the ADA interactive process with the member. Please contact Linda Lazzari or me for the exemption request process.

AFSCME members who receive exemption from the mandatory vaccination requirement shall be required to wear masks in accordance with the executed Mask Mandate MOA and be subject to weekly mandatory COVID-19 testing and reporting of test results to Human Resources. Unit members who refuse vaccination without an exemption and unit members with an exemption who refuse to abide by

the requirements to wear masks at all times and to be subject to this testing are not permitted to work or to be on campus. They may use accrued personal, compensatory or vacation time, or be placed on unpaid leave, for a period of no longer than six months. Disciplinary action imposed for violation of this requirement is subject to Article 28 of the AFSCME Agreement.

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.

Thank you

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