



Bargaining the Impacts of the Washington Vaccine Mandate

September 22, 2021

While the employer has the right to establish conditions of employment, including mandating vaccines, doing so results in the Union's right to demand to bargain. Below are subjects of bargaining that each local may want to consider when they go to the table to negotiate with the employer.

Public Health Practices

- Paid Leave:
 - For members required to quarantine due to exposure
 - For members to get vaccinated and recover from side effects
 - When a member tests positive using a rapid test at screening and is sent home to isolate until the confirmation test comes back negative
- Workplace hygiene protocols: clarity on who is responsible, adequate products, allowance of time to complete the cleaning, etc.

Workplace Conditions

- Preserve flexibility in telework where it's proven to get the job done during the pandemic
- Reasonable vaccine incentives that do not take away from programmatic budget needs, e.g., automatic two days of leave for members whose vaccines are completed prior to 10/1; one day for members whose vaccines are completed after 10/1

Conditions of Employment

- Use of accrued leave to extend timeline for completing vaccine requirements
- Discipline/termination/layoff process
- Options for return to work if terminated member gets vaccinated
- Establish layoff and recall rights for unvaccinated workers who are terminated