

Memorandum of Agreement
Between Ramapo College of New Jersey, The Council of New Jersey State College
Locals, AFT, AFL-CIO and the Ramapo Federation of Teachers Local 2274
MANDATORY COVID-19
VACCINATION POLICY IMPACT

In order to promote amicable employer-employee relations, Ramapo College of New Jersey (hereinafter "the College") The Council of New Jersey State College Locals, AFT, AFL-CIO (hereinafter "the Council") and the Ramapo Federation of Teachers, Local 2274 (hereinafter "the Union"), hereby agree to the following:

1. The Parties agree that employees must comply with the College's immunization requirement and be fully vaccinated by September 1, 2021¹, unless they request and are granted a religious or medical exemption. Proof of vaccination must be received via email rcnjcovidvax@ramapo.edu or submitted to the Office of Human Resources DROP OFF BOX, located outside the Human Resources Office, 1st Floor, D Wing.
2. The Parties agree that employees may request an exemption from immunization for religious and/or medical reasons. Employees may submit to the Office of Human Resources a request for an extension of the September 1, 2021, deadline. Such requests shall not be unreasonably denied provided the employee agrees to submit proof of vaccination on or before an agreed upon date. Exemption requests should be submitted no later than August 27, 2021.
3. The Parties agree that if an employee is granted an exemption or an extension, or an employee is not otherwise vaccinated but is permitted to come to work, the employee must comply with College health and safety protocols (i.e., wear facial covering, maintain physical distancing where possible, frequently wash and/or sanitize hands, complete the daily health pledge/screening, submit to COVID-19 testing 1x per week or as needed/required by the College, and cooperate with College and health professionals for contact tracing).
4. The Parties agree that if an exemption is not granted, the employee must comply with the following College immunization requirement:
 - a) If receiving the Moderna vaccine, the employee must be fully vaccinated six (6) weeks and three (3) days after the exemption request is denied.
 - b) If receiving the Pfizer vaccine, the employee must be fully vaccinated five (5) weeks and three (3) days after the exemption request is denied.
 - c) If receiving the Johnson & Johnson vaccine, the employee must be fully vaccinated two (2) weeks and three (3) days after the exemption request is

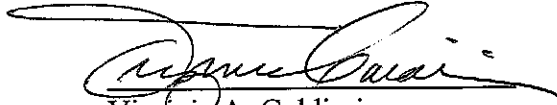
¹First dose of Moderna by August 23, 2021 with the second dose by September 20, 2021; first dose of Pfizer by August 23, 2021 with the second dose by September 13, 2021; and one dose of Johnson & Johnson by August 23, 2021.

denied.

5. It is understood that under the Master Agreement between the State of New Jersey and The Council of New Jersey State College Locals, AFT, AFL-CIO, the College has the right to impose discipline, consistent with the principles of progressive discipline, for failure to comply with the immunization requirements set forth herein and/or prevailing College health and safety protocols.
6. This Memorandum of Agreement shall not constitute a precedent and shall not be referred to or offered or considered as evidence in any proceeding with respect to any other matter between the Parties except to enforce the provisions of this Memorandum of Agreement.
7. This Memorandum of Agreement shall not serve to amend, modify, or change the existing terms of parties' Statewide Agreement.
8. The Parties agree that this Memorandum of Agreement is effective as of August 18, 2021.

IN WITNESS HEREOF, Ramapo College and AFT Local 2274 have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

**For: Ramapo College of
New Jersey**



Virginia A. Galdieri,
AVP Human Resources

Date: August 17, 2021

For: Ramapo Federation of Teachers, Local 2274



for Martha Ecker, President, AFT Local 2274

Date: August 17, 2021