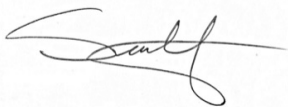


Side Letter Agreement
between the
All Faculty Association
and
Sonoma County Junior College District
regarding

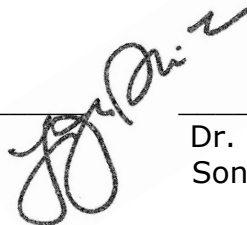
COVID-19 Vaccine Side-Effect Leave
March 2, 2021

This Side Letter is made by and between the Sonoma County Junior College District ("District") and the All Faculty Association ("AFA"). As a result of the COVID-19 pandemic and the ongoing effort to vaccinate District employees, including faculty members, the District and AFA recognize that some faculty members may experience significant side-effects related to the administration of the currently available COVID-19 vaccines.

1. For faculty members, the District and AFA agree to extend the following supplemental paid sick leave benefits in addition to those provided for in Article 18.02:
 - a. Faculty members experiencing side effects related to the COVID-19 vaccine shall be entitled to up to a total of three (3) days of additional supplemental paid sick leave to recover, which shall not be deducted from the faculty member's accrued sick leave.
 - b. Faculty members who experience an extreme reaction related to the COVID-19 vaccine may request to extend supplemental paid sick leave without expending any accrued sick leave, by submitting such request to their Department Chair and Supervising Administrator. Extension of supplemental paid sick leave pursuant to this section shall be at the discretion of the District.
2. The supplemental paid sick leave described above may only be used for absences related to side effects related to the COVID-19 vaccine. If unused, the leave described will not be credited to faculty member's accrued sick leave.
3. Requests for supplemental paid sick leave pursuant to this MOU must comply with the process set forth in Article 18.01.B.2.
4. All other leave shall be taken in accordance with Article 18.
5. This Side Letter shall not be precedent setting for any reason, and will expire on December 31, 2021.
6. Any faculty who already submitted an NOA for a previous COVID-19 vaccine related absence will be granted the same leave option.



Sean Martin, President
All Faculty Association



Dr. Frank Chong, President/Superintendent
Sonoma County Junior College District