

## VACCINATION POLICY AGREEMENT

THIS AGREEMENT dated \_\_\_\_\_ is by and between Open Society Institute (“OSI”) and Communications Workers of America, Local 1180 (“CWA”) (collectively “the Parties”).

IT IS HEREBY AGREED AS FOLLOWS:

1. OSI will conform with or exceed federal, state and local health and safety laws and regulations as it relates to vaccinations in the workplace.
2. As a condition of initial or continued employment, OSI shall (to the extent permitted by law) require proof of full vaccination against COVID-19 for all employees. Employees who cannot be vaccinated due to medical or sincerely held religious beliefs may request accommodations as outlined in OSI’s accommodation policy, and OSI shall comply with all legal obligations in this regard.
3. An employee who is granted a medical or religious accommodation will remain on payroll while the exemption and/or accommodation is in place, subject to all other regular terms and conditions of employment. The accommodation provided will depend on the specific circumstances of the individual employee, but may include, without limitation, for example:
  - a. Allowing the employee to work remotely and/or outside of any OSF office location;
  - b. Allowing the employee to submit for a weekly testing option to be shared with Human Resources on a weekly basis;
  - c. Any other reasonable accommodation as a result of the interactive process between the employee and OSF.
4. Absent an approved accommodation request, all employees must be fully vaccinated as of February 15, 2022, or, in the case of new hires, before their first scheduled day of work. In accordance with Centers for Disease Control and Protection (“CDC”) guidelines, individuals are Fully Vaccinated:
  - a. Two (2) weeks after their second dose in a two-dose series, such as the Pfizer or Moderna vaccines, or
  - b. Two (2) weeks after a single-dose vaccine, such as Johnson & Johnson’s Janssen vaccine.

Should public health authorities revise the definition of Fully Vaccinated and require boosters or additional dose(s) of certain COVID-19 vaccinations for individuals to be considered Fully Vaccinated, employees will be expected to receive any booster or additional dose(s) recommended by public health authorities to be in compliance with

this policy. Staff that are fully vaccinated will have thirty (30) days to comply with this requirement.

5. Those Union employees that do not comply with the vaccine mandate by February 1, 2022 or do not have an approved exemption and/or accommodation will have 30 days from February 1, 2022 (by March 1, 2022) to get Fully Vaccinated. During this 30 day period, the employee will be placed on an approved, unpaid leave of absence, suffering no loss in benefits during this leave period. The employee continues to be subject to any premiums and/or deductions that correspond with those benefits (as would be in regular course) upon the employee's return. OSF will terminate all employees who are not Fully Vaccinated by March 1, 2022.
6. Any unvaccinated employee who has, as of March 1, 2022, been deemed affected and eligible for phase one Transformation ISP severance may opt to separate from OSF thru the ISP process and receive such ISP severance benefits.
7. As to prospective employers outside of OSF, any separated employee shall identify OSF Human Resources ("HR Department") as the contact to respond to all questions relating to their employment at OSF. Should the HR Department receive any employment inquiries or reference requests with regard to any separated employee's employment, OSF agrees that the HR Department shall provide only the dates of employment and title. OSF will truthfully respond to all inquiries by government agencies, as well as comply with any required disclosure or reporting obligations.
8. All provisions of this Letter of Agreement are subject to the Grievance and Arbitration procedures outlined the Collective Bargaining Agreement.

This policy will become effective on the date of signature.

OPEN SOCIETY INSTITUTE

COMMUNICATIONS WORKERS OF AMERICA, Local 1180



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Mark Malloch-Brown  
President

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Gloria Middleton  
President

Date: 10th January, 2022

Date: \_\_\_\_\_, 2022