



OFFICE OF THE SUPERINTENDENT/PRESIDENT

October 18, 2021

Dear Delta Campus Community,

We are writing this email jointly from all constituencies regarding the vaccination mandate to provide clarity on the implementation of this process. As you know, on **August 17, 2021, pursuant to the CDPH State Public Health Officer Order of August 11, 2021, the San Joaquin Delta Community College Board of Trustees mandated that all employees must be fully vaccinated by October 15, 2021.** We appreciate those of you who have already fulfilled this requirement. Your patience during the implementation of this mandate as well as all you have done to serve students during this difficult time has been tremendous. Many of you still have questions regarding this mandate or have heard rumors about people being terminated today due to non-compliance with the COVID-19 mandate. As of today, no employee has been immediately terminated or placed on unpaid leave due to non-compliance with the COVID-19 vaccination mandate. Please read additional information below regarding vaccination compliance.

PROOF OF FULL VACCINATION SUBMITTED

If you have submitted proof of full COVID-19 vaccination (both shots for Pfizer or Moderna or one shot for Johnson & Johnson) you are in compliance with the Board mandate and no further action is needed at this time. Thank you for complying with the District vaccination mandate.

PROOF OF PARTIAL VACCINATION (SINGLE SHOT OF PFIZER OR MODERNA) SUBMITTED

If you have uploaded proof of your vaccination card with partial vaccination (one shot Pfizer or Moderna) completed, you will still receive a letter from Human Resources and the District appreciates that you are becoming compliant with the COVID-19 vaccination mandate. While you are in the process of completing the requirements for full vaccination, you will need to undergo twice weekly COVID-19 testing (see information at the bottom of this letter for COVID-19 testing availability).

MEDICAL OR RELIGIOUS EXEMPTION REQUESTED

If you have applied for a medical exemption or religious exemption to the COVID-19 vaccination mandate, you will still receive a letter from Human Resources. While you are in the process of waiting for a response to your exemption request, you will need to undergo twice weekly COVID-19 testing (see information at the bottom of this letter for testing availability).

NO PROOF OF FULL OR PARTIAL VACCINATION SUBMITTED AND NO EXEMPTION REQUESTED

If you have not submitted an exemption request or proof of full vaccination or partial vaccination, you are not in compliance with the Board COVID-19 vaccination mandate. You will be receiving the first of a series of letters from the District notifying you that progressive discipline is beginning. **If you do not comply with the mandate, the end result could lead to termination of your employment.** We encourage you to take the steps necessary to comply with the mandate.



COLLECTIVE BARGAINING AGREEMENTS - MOUs

Attached for your information are drafts of the collective bargaining agreements for CSEA, CTA, and POA. The CTA and POA draft MOUs are on the agenda for the San Joaquin Delta College Board of Trustees meeting on October 19, 2021. CSEA has tentatively agreed and is in the process of seeking ratification.

QUESTIONS

If any person has any question, please contact your constituency leader, Human Resources, or your direct supervisor.

ADDITIONAL INFORMATION

VACCINATION INFORMATION

Upload Proof of Vaccination:

- To upload proof of vaccination, go to: <http://bit.ly/SJDCEmployeeVaccine>.

You can complete a short form and upload proof of vaccination in one of two ways:

- Upload an image or a screenshot of your California Digital COVID-19 Vaccine Record, which you can find at myvaccinerecord.cdph.ca.gov
- Upload an image of your official COVID-19 Vaccination Record Card

If you are in the process of being vaccinated, you must continuously undergo COVID-19 testing twice a week until you upload your proof of full vaccination.

REQUEST A MEDICAL OR RELIGIOUS EXEMPTION

The exemptions request and instructions are available through the vaccination intake process and can be obtained through the link below:

- <http://bit.ly/SJDCEmployeeVaccine>

Once you complete and submit the form, you will be contacted regarding the next steps in the interactive process.

If you apply for and are granted a religious or medical exemption you will be required to undergo COVID-19 testing twice a week for the indefinite future.

While waiting on exemption approvals, you must undergo COVID-19 testing twice a week.

If you fail to comply with the twice weekly COVID-19 testing mandate you will be immediately placed on unpaid status and will remain in unpaid status throughout the termination process.



COVID-19 TESTING INFORMATION

Whether you are testing on campus or at home, you need to follow one of the testing patterns. **The only testing patterns that will be in compliance is for you to test Monday and Thursday OR Tuesday and Friday (home kit only on Friday).**

Testing will be available on site in Locke Lounge

- Monday: 9am-4pm (videoconference with proctor)
- Tuesday: 9am -4pm (in-person clinic)
- Wednesday: 9am-4pm (videoconference with proctor)
- Thursday: 9am to 4pm (in-person clinic)

If working from home test kits will be mailed to the employee's home and the employee is required to do proctored at home COVID-19 testing twice a week.

CLOSING

We hope this communique has answered some of your questions. Should you have additional questions, please reach out to your constituency leader, Human Resources, or your direct supervisor.

We Appreciate and Thank You,

Dr. Lisa Aguilera Lawrenson, Acting Superintendent/President
Veronica Arroyo, Classified Senate Vice President
Stanley Carlson, POA President
Dr. Lonita Cordova, Assistant Superintendent/Vice President of Student Services
Joe Gonzales, Acting Assistant Superintendent/Vice President of Instruction and Planning
Chris Guptill, Management Senate Vice President
Danell Hepworth, Management Senate President
Dr. Elizabeth Maloney, CTA President
Dr. Vicki Nicholson, Vice President Of Human Resources
Becky Plaza, Academic Senate President
Dr. Amanda Preston-Nelson, Vice President of Administrative Services
Edna Takahashi, CSEA President

Attachments: POA MOU (draft going to BOT)
CTA MOU (draft going to BOT)
CSEA MOU (draft being considered for ratification)