

**PROPOSED Memorandum of Understanding
Between Sacramento City Unified School District
and
Service Employees International Union 1021 (SEIU)**

August 24, 2021

To preserve the continuity of District operations and protect the health and safety of District employees, students, and the communities the District serves, the District SEIU agree as follows:

[REDACTED]

- A. After the first missed test, the employee will attend the next available testing opportunity as listed in an email or other prompt notification of the missed test.
- B. After the second missed test opportunity, the employee will be directed to attend the next available testing opportunity.
- C. After the third missed test opportunity, the Supervisor shall request a meeting and inform the employee that they may have their labor representative present. During the meeting, the Supervisor shall remind them of the testing requirement and provide information on how to schedule the next available testing opportunity.
- D. If the employee fails to attend the meeting with the supervisor or to get tested following the meeting, they will be placed on paid leave for the day to decide on the course of action that is best for them as an individual. (i.e. get vaccinated, get tested and continue

at work or take an applicable leave)

- E. If the employee fails to comply after that day of paid leave, they will be placed on unpaid leave until test results can be attained.

2. Employees who are participating in free weekly testing will be provided paid time during their work day (not during their duty-free lunch or breaks) to get tested, including reasonable time to get to and from the testing appointment (if necessary for an off site location). All