

**COVID Paid Leave Memorandum of Understanding for 2021-2022 Between
the Service Employees International Union Local 925 (SEIU)
And Renton School District (RSD)**

The intent of this Memorandum of Understanding is to detail the leave options for employees who have been exposed to COVID in 2021-2022. The following provisions apply:

1. COVID Exposure at Work

In the event an employee is medically required to quarantine or isolate as a result of a COVID exposure at work, as determined through Contact Tracing, the District may provide remote work. In the event that the District cannot provide remote work, paid leave will be provided for the duration of the quarantine/isolation period consistent with the current PHSKC, DOH, and/or CDC guidelines, but no more than ten (10) work days per occurrence.

In the case that an unknown exposure (as described in "COVID exposure outside of work") is ultimately determined to have been an exposure at work, if an employee used sick leave to voluntarily quarantine, that leave will be restored to the date of quarantine.

If an employee is unable to work remotely as a result of COVID symptoms, paid leave will be provided for the duration of the quarantine/isolation period consistent with the current PHSKC, DOH, and/or CDC guidelines, but no more than ten (10) work days per occurrence.

2. COVID Exposure Outside of Work –

The District will continue to operate the COVID leave pool to allow the employees to request up to 10 working days of shared leave. If donations are received, the donated time will only be transferred to the employee's sick leave account for the specific time that the employee is required to quarantine.

In the event an employee is medically required to quarantine or isolate as a result of COVID-19 and remote work is not available, employees may request COVID Leave Pool even if they have available sick leave.

In the event an employee is medically required to quarantine or isolate as a result of COVID-19, COVID Leave Pool is not available, and the employee has no available sick leave, the District will provide remote work, if available. If remote work is not available, the employee may access their own accrued paid leave or utilize unpaid leave.

Those requesting access to this leave will only have to demonstrate need to Human Resources, but their request will not be disclosed to other employees.

3. Extraordinary Circumstances

Extraordinary circumstances which require an exception may be referred to the Assistant Superintendent of Human Resources for consideration.

Any employee who has used all available contractual leave due to a requirement to quarantine or isolate will not be subject to disciplinary action.

III. Duration

This MOU shall remain in effect through August 31, 2022, or until 45 calendar days after the end of the declared COVID-19 state of emergency, whichever comes first.

Agreed to this ___ day of _____, 2021.

For the Union

/s/ _____

Gary Stallman, SEIU Local 925 President

/s/ _____

Date

For the District

/s/ _____

Damien Pattenau, RSD Superintendent

/s/ _____

Date