

1 **Fall 2022 Memorandum of Understanding**
2 **between San Mateo County Community College District and**
3 **San Mateo Community College Federation of Teachers, AFT Local 1493**
4

5 **Effects of SMCCCD Changes to Indoor Face Covering Requirement Framework**
6 **September 20, 2022**
7

- 8 1. The District will continue to make N95 masks and surgical facial coverings available. The
9 District acknowledges its obligation to comply with all San Mateo County and California
10 Department of Public Health and safety orders.
11
- 12 2. A faculty member who needs a medical accommodation in response to the new masking
13 framework established by the Board will have the opportunity to participate in an
14 interactive process to determine if a reasonable accommodation is available that would
15 allow the employee to fully perform the duties of their position. The District will follow the
16 ADA interactive process in addressing the request.
17

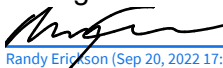
18 The District will also consider requests relating to (1) new born children under one year
19 of age, and/or (2) individuals living within the faculty member's household who are
20 medically documented to be at a higher risk of complications from COVID-19 or
21 immunocompromised and either cannot be vaccinated against COVID-19 or the COVID-
22 19 vaccination is not effective. In both circumstances, healthcare provider
23 documentation may be required.
24

- 25 3. Faculty scheduled to teach sections scheduled as fully in-person or hybrid (as opposed to
26 fully online), and who must isolate due to COVID- 19, or care for a family member who is
27 required to isolate due to COVID-19, will coordinate with their Dean to cover the in-person
28 portion of the instruction for the duration of the required isolation, depending on the
29 assignment and the needs of the department.
30

31 The parties further agree that this MOU sunsets on December 31, 2022, and shall thereafter be
32 of no further effect.
33

34 This MOU does not represent a change to the collective bargaining agreement (CBA), does not
35 set a precedent or past practice beyond those terms described or referenced herein.
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37 San Mateo County Community
38 College District

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40 Randy Erickson (Sep 20, 2022 17:29 PDT)

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San Mateo Federation of Teachers, Local 1493,
AFT, AFL-CIO

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42 Joaquin J. Rivera (Sep 21, 2022 10:39 PDT)
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MOU 2022-09-20-fin

Final Audit Report

2022-09-27

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