

MEMORANDUM OF UNDERSTANDING

The following constitutes an amendment to the previous agreement between the U.S. Department of Education ("Agency") and the American Federation of Government Employees, AFL-CIO ("AFGE") on the Agency's Covid-19 Vaccination Enforcement Program. This amendment replaces the original language in proposal #6 with new agreed language.

1. **(Amended proposal #6)** If an employee who fails to obtain the Covid-19 vaccine resigns prior to the initiation of the proposal process for a 14-day suspension related to the COVID-19 mandate or within two weeks after the denial of a reasonable accommodation request, whichever is later, no action related to the Covid-19 mandate will be recorded in their E-OPF.
2. **(Original proposal #6)** If an employee who fails to obtain the Covid-19 vaccine, resigns prior to November 29, 2021 or within two weeks after the denial of a reasonable accommodation request, whichever is later, no action related to the Covid-19 mandate will be recorded in their E-OPF.

Abel Hernandez
Agency Chief Negotiator

Date

Sheria Smith
AFGE Local 252 President

Date