

Dear Colleagues,

Thank you for your continued commitment to our students and to our institution. Throughout the pandemic, our employees served a key role in ensuring academic continuity and crafting a sound and safe return plan – one that not only met but exceeded the health and safety guidelines for higher education set forth by local, state, and federal entities. You have helped our campus community navigate one of the most challenging times in generations with grace and good will. For this, I am deeply appreciative.

As we approach the start of another in-person fall semester, I am writing to share an update on our efforts to maintain a safe and healthy as possible campus community. As you know, the state universities will require all students to be fully immunized against COVID-19 with a Federal Drug Administration or World Health Organization authorized vaccine before returning to campus for the fall semester. **This COVID-19 Vaccine Requirement is being extended to include all college employees who are non-unit employees, not covered by a collective bargaining agreement.**

Vaccines play a critical role in limiting the spread of the virus and are the best weapon we have to end the COVID-19 pandemic. According to the CDC, COVID-19 vaccines are highly effective at protecting against the virus and preventing severe disease and death, including protecting against the Delta variant which is currently the dominant strain in the U.S. and nearly twice as contagious as previous variants.

All employees not covered by a collective bargaining agreement, (including non-unit professional, non-unit classified, and part-time, temporary, contract employees), must have received at least one dose of the Moderna or Pfizer vaccine or the Johnson and Johnson vaccine by September 1, 2021 and have received the second dose of the Moderna or Pfizer vaccine no later than October 1, 2021, unless the employee has applied for and received a religious or medical exemption from the College. Human Resources will review religious and medical exemption requests for approval consistent with state law (please contact Linda Lazzari or Barbara Chaput for the exemption request process). Employees covered under this requirement who have an approved exemption, will be required to participate in regular COVID-19 surveillance testing and wear approved face masks until the College determines those measures are no longer required.

While this vaccination requirement does not currently apply to employees covered by collective bargaining agreements (APA, AFSCME and MSCA), related conversations with union leaders are being initiated to ensure all members of our campus community, who are not eligible for an exemption, are vaccinated this semester. I will update employees as those discussions take place.

All employees covered under this policy will be required to submit proof of their vaccination status by providing Human Resources a copy of their official COVID-19 Vaccination Record Card. Please forward an emailed photo ([l.lazzari@mcla.edu](mailto:l.lazzari@mcla.edu)) or hard copy of your official document to the Office of Human Resources. Should you have any questions regarding this requirement, please contact Barbara Chaput at x5596.

Your health and safety, as well as the well-being of our campus and host communities, continues to be our top priority. As we continue to combat the worst global pandemic in more than a century, we are adopting this policy because vaccines are the best way to protect ourselves and our community against the COVID-19 virus.

JB

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President

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