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Universities of Maine Professional Staff Association

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Matthew Revitt <matthew.revitt@maine.edu>

Fwd: Vaccinations Update

1 message

Fri, Aug 20, 2021 at 10:52 AM

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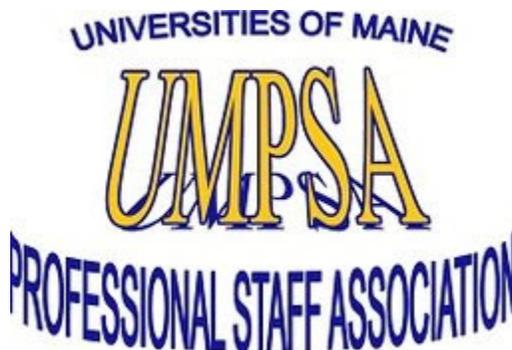
From: **UMPSA E-Board & Negotiations Team** <neiljg@maine.edu>

Date: Wed, Aug 18, 2021 at 9:29 PM

Subject: Vaccinations Update

Affiliated with the Maine Education Association
and the National Education Association

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Vaccinations Update

August 18, 2021

Dear Alisia,

UMPSA wanted to update you on where things stand regarding employees and mandatory vaccinations.

Despite what you may be led to believe and what is happening at other college campuses, **there is currently no employee vaccine requirement in place in the University of Maine System.** The issue on that needs to be negotiated with the Union. To that end, we are currently in negotiations with System leadership about this important issue.

To be clear, UMPSA encourages our members to get vaccinated. We believe in the science and support the notion of being vaccinated but we also understand some of our members have legitimate concerns about the vaccinations for a number of reasons.

In order to inform our negotiations moving forward, UMPSA has many questions about how a vaccine requirement may be implemented and has yet to receive answers to some of our basic "What if? / What next?" questions:

- Does the University of Maine System seek to terminate employees for not submitting proof of vaccination?
- Will the System provide workplace accommodations for employees who choose not to be vaccinated or who receive a medical or religious exemption?
- In the case of a medical exemption, what is the criteria for a medical exemption being granted or denied?
- Will employees be required to provide written proof of a medical condition that exempts her or him from being vaccinated?
- If so, how long does an employee have to obtain and submit a physician's written note?
- Who does the employee submit the physician's note to and how is the employee's privacy maintained?
- Who makes the decision regarding granting or denying a medical exemption?
- If a medical exemption is denied, what is the appeal process?
- In the case of a religious exemption, who does an employee file an exemption to and how? (Remember, it is illegal for an employer to ask an employee their religion.)
- Who makes the determination regarding granting or denying a religious exemption?
- If a religious exemption is denied, what is the appeal process?

There are other questions also left unanswered and we will keep you informed as we discuss the situation with the UMaine System.

In the meantime, we invite you again to provide us with your questions, concerns and feedback using [this form](#).

In solidarity,

Neil Greenberg and Jennifer Perry,
UMPSA Co-Chief Negotiators

Join the UMPSA group on [Facebook](#)

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www.umpsa.org

Our mailing address is:

Universities of Maine Professional Staff Association (UMPSA)
1349 Broadway
Bangor, ME 04401

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