

**SILVER LAKE WATER AND SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO: 823**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE
SILVER LAKE WATER AND SEWER DISTRICT, SNOHOMISH
COUNTY, WASHINGTON, ADOPTING A MANDATORY VACCINATION
POLICY FOR NEW HIRES AND NEWLY PROMOTED EMPLOYEES**

WHEREAS, Silver Lake Water and Sewer District ("District") needs to ensure that the District's water and sewer systems can provide uninterrupted service for community use, hygiene, and sanitation, to prevent the spread of illness and maintain public health; and

WHEREAS, COVID-19, is a respiratory disease that can result in serious illness or death, is caused by the SARS-CoV-2 virus, which is a new strain of coronavirus that had not been previously identified in humans prior to 2019 and can easily spread from person to person; and

WHEREAS, Washington Governor Jay Inslee, declared that a State of Emergency exists in all counties in the State of Washington on February 29, 2020, directing state agencies to assist all affected political subdivision in their efforts to respond and recover from the outbreak; and

WHEREAS, Board of Commissioners of the Silver Lake Water and Sewer District, declared an emergency on March 12, 2020, directing and authorizing the General Manager to take all necessary and appropriate steps to ensure uninterrupted operation of the District's water and sewer systems; and

WHEREAS, COVID-19 and subsequent variants of the virus continue to cause worldwide disruption, loss of life, increased absenteeism in the workplace, and supply chain issues impacting the District's operations; and

WHEREAS, Vaccination against the COVID-19 virus is readily available, safe, free, and highly effective at inhibiting the transmission of COVID-19 and reducing the incidence of severe illness and death; and


WHEREAS, the District, as an Employer, has the responsibility to provide a safe and healthy workplace that is free from serious recognized hazards according to standards established by the State of Washington and Federal Government.

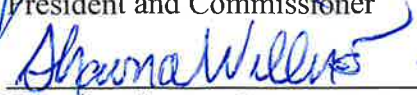
NOW, THEREFORE BE IT RESOLVED by the Board of Commissioners of Silver Lake Water and Sewer District, as follows:

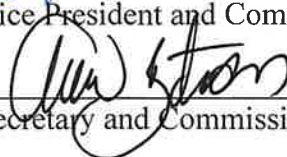
Section 1: A new policy mandating vaccination against the COVID-19 virus for all new hires and newly promoted employees, Exhibit 1, attached hereto and incorporated by reference is adopted.

Section 2: This resolution shall be effective on the date of adoption as set forth below.

ADOPTED by the Board of Commissioners at a regular open public meeting of the Silver Lake Water and Sewer District, Snohomish County, Washington this 13th day of January 2022.



President and Commissioner


Vice President and Commissioner


Secretary and Commissioner

CERTIFICATION


I, the undersigned, Secretary of the Board of Commissioners of Silver Lake Water and Sewer District, Snohomish County, Washington (the "District"), hereby certify as follows:

1. The attached copy of Resolution No. 823 (the "Resolution") is a full, true, and correct copy of the Resolution duly adopted at a regular meeting of the Board of Commissioners of the District, held at the regular meeting place thereof on January 13, 2022 as that Resolution appears on the minute book of the District; and the Resolution will be in full force and effect immediately following its adoption; and

2. A quorum of the members of the Board of Commissioners was present throughout the meeting and a majority of those members present voted in the proper manner for the adoption of the Resolution.

IN WITNESS WHEREOF, I have hereunto set my hand this 13th day of January 2022.

**SILVER LAKE WATER-SEWER DISTRICT,
SNOHOMISH COUNTY, WASHINGTON**



Secretary of the Silver Lake Water and Sewer District

EXHIBIT 1

SILVER LAKE WATER AND SEWER DISTRICT MANDATORY VACCINATION POLICY FOR NEW HIRES AND NEWLY PROMOTED EMPLOYEES

Consistent with its duty to provide and maintain a workplace that is free of recognized hazards, consistent with State orders, guidelines, and recommendations, and in furtherance of increasing its workforce vaccination rate in the ongoing fight against the transmission of the Covid-19 virus, the Silver Lake Water and Sewer District (District) has adopted a Mandatory Vaccination Policy for all District employees hired or promoted after the effective date of this policy.

Mandatory Vaccination

Effective January 13, 2022 (the “Effective Date”), all applicants for employment with the District (unless otherwise exempt) must be fully vaccinated against the Covid-19 virus to be eligible for employment with the District. As of the Effective Date, any existing District employee seeking a promotion or transfer within the District (unless otherwise exempt) must be fully vaccinated to be considered for such promotion or transfer. All new hires and new promotions/transfers on or after the Effective Date shall be subject to this mandatory vaccination policy, and being fully vaccinated shall be a condition to such initial employment or promotion/transfer. This includes those who previously recovered from Covid-19 once they are medically cleared to be vaccinated.

Initial Employment

The District will include, as part of its job postings and advertisements, a notice to all potential applicants that initial employment is conditioned upon being fully vaccinated. As part of the application process, applicants will be asked to certify that they have been fully vaccinated, or will be fully vaccinated, by the anticipated hire date for the position.

Upon an offer of employment, the successful applicant shall be required to submit to the District proof of vaccination prior to the applicant’s start date; if the circumstances are such that the employee cannot provide proof of vaccination by this deadline, the District may, in its discretion, extend the deadline for good cause shown. If an applicant fails to provide proof of vaccination as required herein, the employment offer shall be revoked and/or employee’s employment shall be terminated.

New Promotions/Transfers

Any existing employee must be fully vaccinated to be considered for a promotion or transfer (this policy shall not apply to temporary assignments issued by the District in connection with its general operations). As part of the promotion/transfer process, the employee must provide proof of vaccination (if not already on file with the District). If the employee is not fully vaccinated, the District may elect to conditionally award the promotion/transfer to the employee, with the requirement that the employee be fully-vaccinated by a specified deadline. If the employee fails

to remit proof of vaccination, the employee's promotion/transfer shall be revoked, unless, in the District's discretion, the employee is able to show good cause as to why the employee has not achieved such fully-vaccination status (in which case, the deadline to achieve fully vaccinated status shall be reasonably extended). If an employee's promotion or transfer is revoked, the District will endeavor to return the employee to that position occupied by the employee prior to the promotion/transfer; however, if such position has been filled, eliminated and/or is not otherwise available, the employee's employment shall be subject to termination, in the District's discretion.

Fully Vaccinated Status

An individual is considered "fully-vaccinated" according to current Center for Disease (CDC) guidelines, **14 days after** that individual has received their second shot of the Pfizer or Moderna vaccine, or their first shot of the Johnson & Johnson vaccine. Individuals should not assume that they are fully vaccinated immediately upon receiving the last dose of the vaccine.

Proof of Vaccine

Unless otherwise approved as exempt (see below), individuals governed by this policy must submit to the District a copy of their vaccination card (front and back). District employees who previously submitted a copy of their vaccination card need not do so again.

Falsification or misrepresentation of vaccination status shall be grounds for an immediate termination of employment.

Exemption and Accommodation

To assist any applicant or employee who has either (i) an underlying medical condition or disability that contraindicates administration of the Covid-19 vaccine or (ii) an objection to the Covid-19 vaccine based upon a sincerely-held religious belief, the District will provide an exemption from the vaccination requirement. Philosophical, political, scientific, or sociological objections to vaccination will not be considered for exemption or accommodation.

Applicants seeking an exemption and accommodation for a bona fide medical or religious purpose should submit a written request for exemption and accommodation to the District within five (5) business days of receipt of the District's employment. Employees should submit a written request for exemption and accommodation as soon as possible following the initiation of the promotion/transfer process. Upon receipt of an exemption request, the District will engage the applicant/employee in an interactive process to determine (i) whether the applicant/employee is eligible for exemption from the vaccination requirement and, if so (ii) if a reasonable accommodation can be provided to the applicant/employee. As part of the interactive process, the District may request additional information or verification to clarify the nature of the request, determine exemption eligibility, and identify potential reasonable accommodations.

An accommodation will not be considered reasonable if it creates an undue hardship for the District or poses a direct threat to the health or safety of others in the workplace or on the job and/or to the employee. The District may not be able to accommodate all accommodations requests. Examples of an undue burden for purposes of accommodation include if the accommodation is costly, significantly interferes with District operations, infringes on other employees' job rights or benefits, compromises workplace safety, decreases workplace efficiency or requires other employee to do more than their share of potentially hazardous or burdensome work.

Duration of Policy

This policy shall remain in effect for the duration of the Governor's Proclamation 21-14. It shall automatically expire upon the rescission of the state of emergency, issued on February 29, 2020 pursuant to Proclamation 20-05, unless otherwise earlier terminated, or otherwise extended by the District, in its discretion.