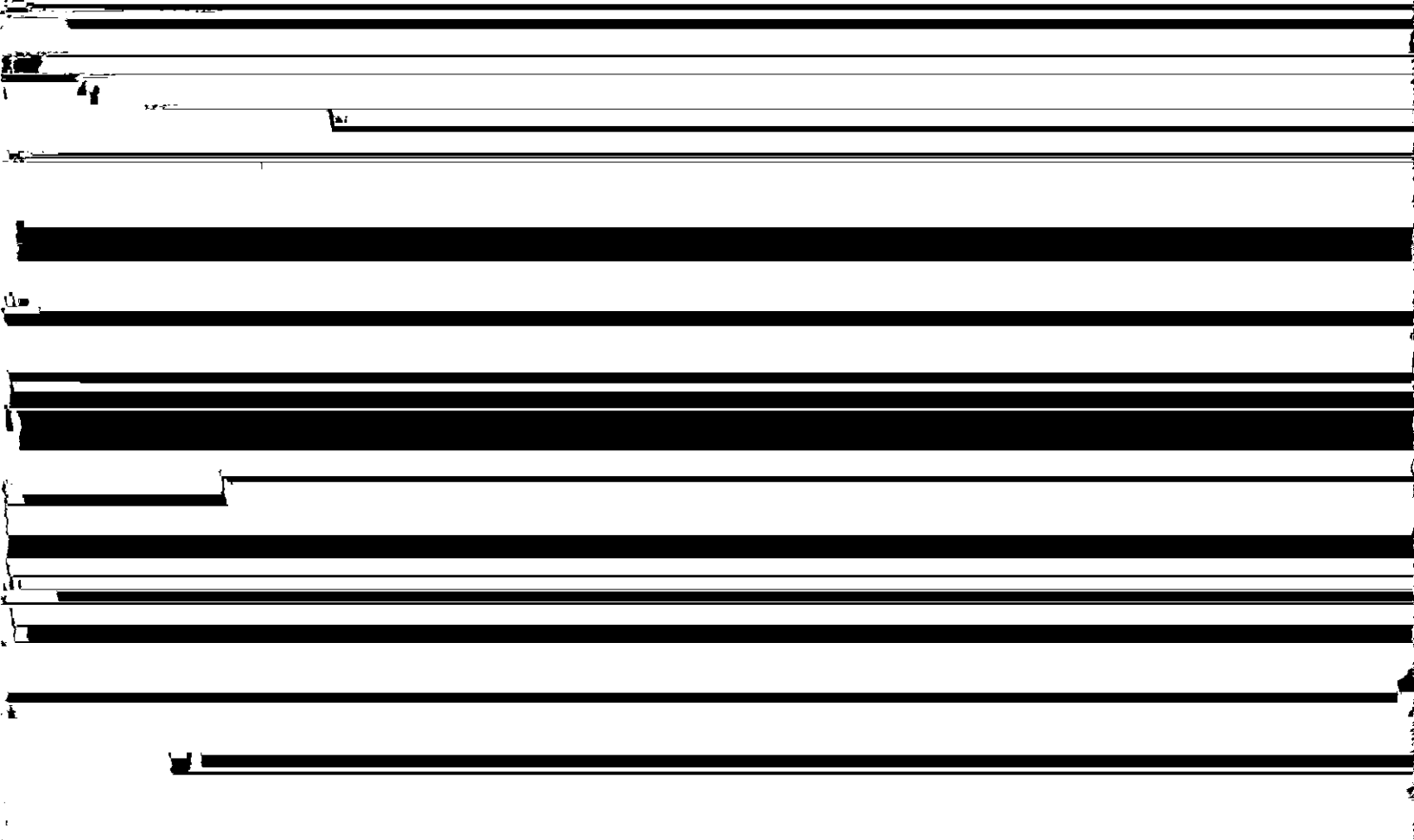


**Memorandum of Agreement**  
**Between Ramapo College of New Jersey, The Council of New Jersey State College**  
**Locals, AFT, AFL-CIO and the Ramapo Federation of Teachers Local 2274**  
**MANDATORY COVID-19**  
**VACCINATION POLICY IMPACT**

In order to promote amicable employer-employee relations, Ramapo College of New Jersey (hereinafter "the College") The Council of New Jersey State College Locals, AFT, AFL-CIO (hereinafter "the Council") and the Ramapo Federation of Teachers, Local 2274 (hereinafter "the Union"), hereby agree to the following:

1. The Parties agree that employees must comply with the College's immunization requirement and be fully vaccinated by September 1, 2021<sup>1</sup>, unless they request and are granted a religious or medical exemption. Proof of vaccination must be received via email [renjcovidvax@ramapo.edu](mailto:renjcovidvax@ramapo.edu) or submitted to the Office of Human Resources DROP OFF BOX, located outside the Human Resources Office, 1<sup>st</sup> Floor, D Wing.
2. The Parties agree that employees may request an exemption from immunization for religious and/or medical reasons. Employees may submit to the Office of Human Resources a request for an extension of the September 1, 2021, deadline. Such requests shall not be unreasonably denied provided the employee agrees to submit proof of vaccination on or before an agreed upon date. Exemption requests should be submitted no later than August 27, 2021.
3. The Parties agree that if an employee is granted an exemption or an extension, or an



denied.

[REDACTED] that under the Master Agreement between the State of New Jersey

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