

**LIUNA CHICAGOLAND LABORERS' DISTRICT COUNCIL
TRAINING AND APPRENTICE FUND
VACCINATION POLICY**

This Vaccination Policy (the "Policy"), **effective October 15, 2021**, is required by Governor Pritzker's August 25, 2021 Executive Order 2021-20 that is applicable to "Institutions of Higher Education," defined as any "publicly or privately operated university, college, community college, junior college, business, technical or **vocational school**, or other educational institution offering degrees, programs, or instruction beyond the secondary school level."

I. Vaccination Requirement

- A. All Journeyworker Trainees ("Trainees") and Apprentices attending classes at the LIUNA Chicagoland Laborers' District Council Training and Apprentice Fund (the "Fund") must be fully vaccinated against COVID-19 by October 15, 2021.

An individual is considered "fully vaccinated against COVID-19" two weeks after receiving the second dose in a two-dose series of a COVID-19 vaccine authorized for emergency use, licensed, or otherwise approved by the UFDA (such as the Pfizer or Moderna vaccines), or two weeks after receiving a single-dose COVID-19 vaccine authorized for emergency use, licensed or otherwise approved by the FDA (such as the Johnson & Johnson's Janssen vaccine).

- B. Beginning October 15, 2021, any Fund Trainees and Apprentices who have not established that they are fully vaccinated against COVID-19 must be tested consistent with the requirements of Section II below.

- C. To establish that they are fully vaccinated against COVID-19, Fund Trainees and Apprentices must provide proof of full vaccination against COVID-19 to the Fund. Proof of COVID-19 vaccination may be met by providing one of the following:

1. A CDC COVID-19 vaccination record card or photograph of the card;
2. Documentation of vaccination from a health care provider or electronic health record; or
3. State immunization records.

The submission of fraudulent documents as proof of vaccination may result in suspension or termination from the Apprentice Program or in a prohibition from taking any future classes.

- D. Effective October 15, 2021, the Fund shall exclude Trainees and Apprentices who are not fully vaccinated against COVID-19 from all Fund facilities unless they comply with the testing requirements specified in Section II below.

II. Testing Requirement

- A. Beginning October 15, 2021, to enter any Fund facility, Trainees and Apprentices who have not been fully vaccinated against COVID-19 shall undergo weekly testing for COVID-19, until they establish that they are fully vaccinated against COVID-19. Trainees and Apprentices must provide the COVID-19 test results to Fund staff in order to enter any Fund facility. **The test results must be from a COVID-19 test taken within 48 hours of the time of submission to the Fund. The first negative test must be presented to Fund staff in order to enter Fund facilities on October 15, 2021 (or the first day on which the Trainee or Apprentice enters the facilities after October 15, 2021) and will be sufficient to permit entry for a one-week period (October 15, 2021 through October 22, 2021). The next negative test will be due on October 23, 2021 and every seventh day thereafter in order to permit entry to Fund facilities for each subsequent one-week period.**
- B. COVID-19 Testing must be done using a test that either has Emergency Use Authorization by the FDA or be operating per the Laboratory Developed Test Requirements by the U.S. Centers for Medicare and Medicaid Services. **Trainees and Apprentices are responsible for obtaining and paying for their own tests. The Fund will not pay or reimburse you for the costs of the COVID-19 test.**
- C. Any Trainee or Apprentice who is not fully vaccinated against COVID-19 will be excluded from all Fund facilities unless they comply with the testing requirements specified in this Section II. Any Trainee or Apprentice who is excluded from Fund facilities pursuant to this policy shall be treated as absent under the terms of the Fund's attendance policy.
- D. The Fund will maintain a record of all Trainees and Apprentices who have provided proof of vaccinated status. For Trainees and Apprentices who are unable to show proof of vaccinated status, the Fund will maintain a record of whether the Trainees and Apprentice has provided proof of a negative test for COVID-19 at least weekly. No other records of any type will be maintained by the Fund. Any other records provided to the Fund will be destroyed or deleted.

III. Exemptions

- A. Individuals are exempt from the requirement to be fully vaccinated against COVID-19 if:
1. Vaccination is medically contraindicated, including any individual who is entitled to an accommodation under the Americans with Disabilities Act or any other law applicable to a disability-related reasonable accommodation; or
 2. Vaccination would require the individual to violate or forgo a sincerely held religious belief, practice, or observance.

- B. Individuals who are exempt pursuant to Paragraphs (1) or (2) above, shall undergo weekly COVID-19 Testing as described in Section II. Any individual requesting an exemption must notify the Fund in writing by October 15, 2021.

IV. General

- A. Any questions relating to this Policy not specifically covered herein shall be resolved by the Fund.
- B. This Policy may be altered, amended or revoked by the Fund at any time and from time to time in writing.
- C. This Policy supersedes all prior vaccine policies previously enacted or utilized by the Fund.