

**Side Letter Between State of Maryland and the
American Federation of State, County, and Municipal Employees (AFSCME)**

May 10, 2021

Re: Novel Coronavirus 2019 (COVID-19) Vaccine Incentive

This Side Letter will confirm the agreement of the parties that the State of Maryland will pay eligible employees in Bargaining Units A, B, C, D, F and H a one-time COVID-19 Vaccine Incentive of \$100.00 through June 30, 2022 to an employee who:

1. Obtains the requisite number of shots required by the manufacturer of the vaccine to achieve full vaccination against COVID-19 (e.g., in the case of the single-dose vaccine, such as the Johnson & Johnson vaccine, an individual is considered fully vaccinated two weeks after one shot. In the case of the Pfizer and Moderna vaccines, an individual is considered fully vaccinated two weeks after receiving the second dose of the two-dose vaccine); or
2. Submits documentation from the employee's health care provider indicating that the employee is medically unable to be vaccinated; or
3. Receives an exemption based on the employee's religious belief or practice.

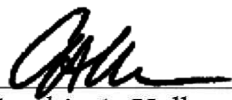
If a vaccine manufacturer recommends a booster dose within 12-months from the date of the employee's last dose of vaccine, and the employee chooses not to receive it, then the employee shall be required to repay the \$100.00 vaccine incentive to the State. There will be no additional payment to an employee who obtains any necessary booster shots during the 12-month time frame noted above. If booster shots become necessary, but are not readily available, the requirement to repay the \$100.00 vaccine incentive will be rendered invalid.

It is understood and agreed that unvaccinated employees may be required to wear personal protective equipment and/or be subject to more frequent testing for COVID-19. Vaccinated employees may receive priority selection for certain assignments if, in the appointing authority's judgment, to do so would place the employee or others at less risk for infection.

Agencies shall make every effort to process the payment of the vaccine incentive within two full pay periods from the date that the employee makes the request for payment of the incentive, contingent upon receipt of proof of vaccination or approved exemption due to a medical or religious reason, which exemptions shall be promptly processed.


The parties agree to closely collaborate to identify suitable locations for vaccination clinics around the State, to raise awareness about the benefits of vaccination, and increase participation in this incentive program.

For the State of Maryland:



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For the Union:



Patrick Moran
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