

Note for Hiring Managers

The following reference provides hiring managers with helpful information and speaking points to assist with responding to COVID-19 vaccination questions asked by a candidate during an interview.

Can a hiring manager ask about vaccine status during an interview?

- It is not prohibited to ask about vaccine status (except in Montana and Texas).
- It is recommended that hiring managers use the following language when inquiring about vaccination requirements:

[INSERT MINISTRY/AFFILIATE NAME] has a requirement that caregivers be vaccinated against COVID-19 or have an approved religious or medical exemption from the vaccine. Can you meet this job requirement?

Why do I need to be vaccinated?

In keeping with our Mission, vision, values and commitment to safety, the Providence family of organizations are, consistent with state public health orders and policy, requiring caregivers to be fully vaccinated against COVID-19 and show proof of vaccination where permitted by state law.

When do I need to be vaccinated?

As a new caregiver, you will be required to be fully vaccinated and show proof of vaccination, or provide an exemption by **Oct. 18** or **by your start date if after Oct. 18**.

Based on CDC guidance, a caregiver is considered “fully vaccinated” if they have had both doses of the Pfizer or Moderna vaccine or the single dose of the Johnson & Johnson vaccine and it has been 14 days past their final dose.

Both doses of the Pfizer or Moderna vaccine or the single dose of the Johnson & Johnson vaccine are required **at least two weeks prior to your scheduled start date**.

If you will not be fully vaccinated by **Oct. 18**, or **by your start date if after Oct. 18**, work with your recruiter to adjust your start date to adhere to these conditions of employment.

Are vaccination exceptions available?

- Medical and religious exemptions are available for those who qualify.
- Requests for exemptions can be submitted on your first day of work.
- Caregivers who have approved exemptions must follow additional protocols where required, such as enhanced COVID-19 testing, mandatory vaccine-related education/discussions, and/or other infection prevention requirements in accordance with ministry/facility policy, CDC or state and local public health government orders.

COVID-19 Vaccination Requirements Hiring Manager Reference for Candidate Interviews

Alaska, Oregon, and Washington



Where can I go to find out more?

Candidates

Candidates can be directed to the following external website to find answers to frequently asked questions related to vaccine requirements:

<https://providence.jobs/coronavirus-advisory/>

Hiring Managers

Hiring managers can use the below internal links to find the latest details and answers to frequently asked questions for their state/region:

- **Alaska:** <https://caregiverheadlines.org/alaska-covid-vaccine-policy-faqs/>
- **Washington:** <https://caregiverheadlines.org/washington-covid-vaccine-faqs/>
- **Oregon:** <https://caregiverheadlines.org/oregon-covid-vaccine-policy-faqs/>