

COVID-19 Vaccination Policy for Caregivers in Washington

Department: Caregiver Health Services

Approved by: Chief Human Resources Officer

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Policy Name: COVID-19 Vaccination

Scope: All workforce members

Purpose: To establish the facility policy and expectations for workforce members in regard to the COVID-19 vaccination and masking.

Terms:

COVID-19 is a disease caused by a coronavirus called SARS-CoV-2. This type of coronavirus has not been seen before. You can get COVID-19 through contact with another person who has the virus. It is predominantly a respiratory illness that can affect other organs. People with COVID-19 have had a wide range of symptoms reported, ranging from mild symptoms to severe illness. Symptoms may appear 2 to 14 days after exposure to the virus. Symptoms may include: fever or chills; cough; shortness of breath; fatigue; muscle or body aches; headache; new loss of taste or smell; sore throat; congestion or runny nose; nausea or vomiting; diarrhea.

Fully Vaccinated means individuals who are considered fully vaccinated for COVID-19: two weeks or more after they have received the second dose in a 2-dose series such as Pfizer or Moderna or other vaccine authorized by the World Health Organization (WHO), or two weeks or more after they have received a single-dose vaccine such as Johnson and Johnson/Janssen. COVID-19 vaccines that are currently authorized for emergency use or approved by the US Food and Drug Administration are listed [here](#) or by WHO are listed [here](#).

Partially vaccinated means persons who have received at least one dose of COVID-19 vaccine but do not meet the definition of fully vaccinated.

Respirator means a respiratory protection device approved by the National Institute for Occupational Safety and Health to protect the wearer from particulate matter, such as an N95 filtering facepiece respirator.

Unvaccinated means persons who have not received any doses of COVID-19 vaccine or whose status is unknown.

WHO Yellow Card refers to the original WHO International Certificate of Vaccination or Prophylaxis issued to the individual following administration of the COVID-19 vaccine in a foreign country.

Workforce member: means employees/caregivers, volunteers, trainees, interns, medical staff, students, independent contractors, vendors, and all other individuals working for the facility whether or not they are paid by or under the direct control of the facility.

Policy:

In keeping with our mission and values, the facility aims to prevent and control the spread of COVID-19 transmission to all workforce members, our vulnerable patient population, and the community. Vaccination is one of the most effective preventive measures available against COVID-19. As evidence is gathered and recommendations are revised, measures such as masking and physical distancing may be modified and additional recommendations can be anticipated in the future. All workforce members are required to participate by receiving the vaccine through the facility, providing documentation of receiving the vaccine elsewhere, or receiving an approved exemption. Caregivers working in congregate care facilities must be fully vaccinated and exemptions cannot be accommodated. Congregate care facilities may impose additional requirements including, but not necessarily limited to, regular surveillance testing and receipt of booster vaccinations.

This policy is based on recommendations from the Centers for Disease Control and Prevention (CDC), the Advisory Committee on Immunization Practices (ACIP), state health orders, and other state and local health governing bodies.

Procedures:

1. **Verification:** All workforce members must participate by way of vaccination or request for exemption. Those with approved exemptions will be required to comply with masking and other infection prevention requirements in accordance with facility policy, CDC or public health recommendations. All workforce members must be fully vaccinated unless they are covered by an approved exemption for medical or religious reasons. The facility will verify vaccine status of all caregivers. Only the following modes may be used as proof of vaccination:
 - A. CDC COVID-19 Vaccination Record Card or photo of the card; documentation of vaccination from a health care provider or electronic health record; or state immunization information system record
 - B. In the absence of knowledge to the contrary, the facility may accept the documentation presented as valid.
 - C. Workforce members who are not fully vaccinated, or for whom vaccine status is unknown or documentation is not provided, are considered unvaccinated.
2. **Respirator or mask requirements:** Workforce members must strictly adhere to current masking guidelines. Workforce members will adhere to state or federal OSHA and facility standards for respiratory protection.
3. Workforce members on leave of absence will be required to participate in this process upon their return and may not work until fully vaccinated or a request for exemption is approved.
4. Workforce members who do not complete the procedures set forth in this policy will be ineligible to work and will be subject to the facility's standard practices relating to non-compliance with policy. When an ineligible workforce member is removed from the schedule because of non-compliance with this policy, the time-off will be considered unpaid time unless otherwise covered by applicable policies, laws or ordinances. Core

leaders will work in collaboration with human resources to ensure compliance with all aspects of this policy.

5. Shared Services caregivers will follow the policy in the facility or state in which they work. Out of state caregivers who are visiting a facility covered by this policy will be expected to comply with any facility requirements regarding vaccination.
6. Workforce members who are fully remote must comply with all aspects of the policy.

References:

- [Vaccination verification tool](#) for submitting proof of COVID-19 vaccination
- [Vaccination exemption request](#)
- [Frequently asked questions](#)
- [WA Department of Health](#)

Help: For questions about this policy, or assistance with understanding your obligations under this policy, please contact your core leader or Caregiver Health Services.

The statements of this policy document are not to be construed as a contract or covenant of employment. They are not promises of specific treatment in specific situations and are subject to change at the sole discretion of the facility.

This policy will be interpreted consistent with any applicable federal, state and/or local laws. If any provision of this policy conflicts with applicable law, that provision of the policy will not apply and/or be enforced.

This policy does not modify the express terms of any collective bargaining agreement. In the event of a conflict between this policy and the terms of a collective bargaining agreement, the collective bargaining agreement will prevail.