



"Creating Life Opportunities"

Policy and Procedure # 603

Employee COVID-19 Vaccination Requirements

Approval: /S/ Dani Cook

Effective Date: 9/8/2021

POLICY: Proclamation 21-14, issued by Gov. Jay Inslee on August 9, 2021, requires health care providers, which is defined broadly to include not only licensed health care providers but also all employees, contractors, volunteers, and providers of goods and services who work in a health care setting, to be fully vaccinated against COVID-19 by October 18, 2021.

REFERENCE:

PROCLAMATION BY THE GOVERNOR AMENDING PROCLAMATION 20-05, et seq.
21-14 COVID-19 VACCINATION REQUIREMENT

Training:

All employees must provide proof of full vaccination against COVID-19.

Acceptable proof includes one of the following:

- CDC COVID-19 Vaccination Record Card or photo of the card
- Documentation of vaccination from a health care provider or electronic health record
- State Immunization Information System record
- WA State Certificate of COVID-19 Vaccination from MyIRmobile.com

Valid CDC vaccination cards and WA State Certificates of COVID-19 Vaccination should include all the following information: product name, date of dose(s), vaccine lot number, patient's date of birth, the clinic/location or medical provider's name, and possibly an IIS reference number

Personal attestation is not an acceptable form of verification

PROCEDURE:

- In order to be considered fully vaccinated by October 18, you must receive your *second* dose of Pfizer-BioNTech or Moderna COVID-19 vaccine or your single dose of Johnson & Johnson (Janssen) COVID-19 vaccine on or before October 4, 2021.
- If you do not get your second dose by that date and provide proof to the operator of health care setting where you work, then you are not permitted to work there, unless your employer has allowed you to opt out of the requirement for medical or religious reasons. The proclamation requires "Health Care Providers" to get vaccinated. This term is defined broadly to include more than just licensed health care providers. It includes long term care workers and any employee working in a health care setting.

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If you are entitled under applicable law to a disability-related reasonable accommodation or sincerely held religious belief accommodation, then you are exempt from the proclamation. If you are not entitled to an accommodation, then there is no way for a Health Care Provider to opt out of the vaccination requirement in the proclamation.

After October 18, 2021, an operator of a health care facility cannot allow a health care provider to start working for them as an employee, volunteer, or contractor unless they're fully vaccinated against COVID-19.

After October 18, 2021, if you are covered by this proclamation and you have not provided the operator of the health care setting where you work with acceptable proof of full vaccination against COVID-19 or been approved for an accommodation, then the health care setting operator can no longer legally allow you to perform work for them.

Failure to comply with the proclamation is a gross misdemeanor subject to the jurisdiction of law enforcement agencies. Violations may also result in civil enforcement action.

Testing may be an option for an operator of a health care setting to consider for individuals entitled to accommodations.