

September 30, 2021

Vaccination policy

PROOF OF VACCINATION WILL BE REQUIRED STARTING OCTOBER 6, 2021

In response to statewide mandates for social service and health care settings, and to reduce community transmission and protect health, starting October 6, 2021, St. Mary's Center will require all staff, volunteers, participants, and visitors over the age of 12 to present proof of vaccination. Proof consists of a completed COVID-19 vaccination card showing the recipient has received a second dose of the Pfizer or Moderna vaccine, or a single dose of the J&J vaccine, 14 days or earlier from the date they plan to enter facilities. Under certain circumstances, detailed below, individuals may also be able to present a negative COVID-19 PCR test taken within 72 hours before checking in, if they request and are granted, an accommodation 2 weeks in advance of their start date.

In addition, with the rise of the Delta variant and as recommended by public health officials, everyone 2 years of age or older will continue to be required to wear a mask inside SMC buildings. **This is regardless of vaccination status.** PPE is available at entrances.

PARTICIPANTS

As of October 6, 2021, in order to reduce community transmission and protect health, St. Mary's Center will require participants who wish to enter St. Mary's Center properties to be vaccinated and provide vaccination proof. The state of California is no longer accepting self-attestation waivers as proof of vaccination. Participants will need to present a vaccination card or a photo of their vaccination card to be able to enter SMC facilities. Vaccinated individuals must show that they received their second dose of the Moderna or Pfizer vaccines or a single dose of the J&J vaccine, at least 14 days prior. Preschool access is governed by California Department of Education guidelines and regulations.

EMPLOYEES

As of October 6, 2021, St. Mary's Center will require all employees, interns and volunteers who come onsite to provide proof of vaccination. The state of California is no longer accepting self-attestation waivers as proof of vaccination. Staff will need to present a vaccination card or a photo of their vaccination card to enter SMC facilities. Vaccinated individuals must show that they received their second dose of the Moderna or Pfizer vaccines or a single dose of the J&J vaccine by November 3.

To provide proof of vaccination, you will need to share photos of both sides of your vaccination card with HR personnel (hr@stmaryscenter.org) or bring your card with you into the building to be photographed. Your data will be stored securely and will not be viewed by others outside of the HR function.

MEDICAL AND RELIGIOUS EXEMPTIONS

Employees who have medical reasons or sincerely held religious beliefs preventing them from getting a COVID-19 vaccination must request an accommodation. This accommodation will be provided as a result of a written statement from your physician, nurse practitioner, or another licensed medical professional practicing under the license of a physician, stating the individual qualifies for the exemption, or a letter from your spiritual leader explaining that you have sincerely held religious beliefs. Those whose accommodation is upheld must take a COVID-19 PCR test within 72 hours before checking in for work or activities and present their negative results every week as a condition of participation. COVID-19 test results must have been date and time-stamped by a recognized lab.

Consequences for non-compliant employees will include discipline up to including termination.