

COVID-19 IMMUNIZATION POLICY

EFFECTIVE DATE: 08/24/2021

LAST REVIEWED: 09/14/2021

APPROVAL: Miravida Living Board of Dir.
President/CEO/CFO

RECOMMENDER: President/CEO/CFO

DEPARTMENT: Human Resources

CATEGORY: Safety/Risk Management/Infection Control

SUBJECT: Required Employee Vaccination

DISTRIBUTION: All Departments and Facilities – Miravida Living

PURPOSE:

Miravida Living has a duty to and maintain a workplace free of known hazards and safeguard the health of our employees and their families, our residents and their families, customers and visitors, and the community at large from infectious diseases, such as COVID-19 and its variants.

POLICY:

All employees are required to be vaccinated for COVID-19 as a condition of employment, except as otherwise required by law.

PROCEDURE:

Effective August 24, 2021, all new hires are required to be vaccinated or accept vaccination as a condition of employment.

Effective November 1, 2021, all current employees will be required to be fully vaccinated, except as otherwise required by law.

If/when booster shots are recommended, employees will be required to maintain their full vaccination status.

COVID-19 vaccinations are free and are available through our pharmacy and most pharmacies in the community. Employees will be paid for time taken to be vaccinated and for time away from work due to an adverse reaction to the vaccination. Employees are to work with their managers to schedule an appropriate time for an off-site vaccination.

Proof of completion of the vaccine protocol is required by November 1, 2021 and must be submitted to the Human Resources Department. Employees seeking a waiver of this provision due to a medical or religious exception must submit such request and supporting documentation to the Human Resources Department by October 15, 2021.

EXEMPTIONS:

COVID-19 poses a direct threat to the health and safety of our residents and team. Vaccinations are proven to reduce the frequency and severity of COVID-19. Exemptions will not be granted due to the gravity of the disease when contracted by residents and the undue hardships faced by residents when in isolation, except as required by law. Miravida Living also faces undue financial hardships when admissions are postponed or canceled due to an outbreak of COVID-19.

Finally, the Centers for Medicare & Medicaid Services, in collaboration with the Centers for Disease Control and Prevention, is developing an emergency regulation requiring staff vaccinations within the nation’s more than 15,000 Medicare and Medicaid-participating nursing homes. This new requirement is a key component of protecting the health and safety of nursing home residents and staff by ensuring that all nursing home staff receive COVID-19 vaccinations. (<https://www.cms.gov/newsroom/press-releases/biden-harris-administration-takes-additional-action-protect-americas-nursing-home-residents-covid-19>) Proposed regulations include sanctions for nursing homes for not requiring vaccinations and progressive discipline including quality of care deficiencies, civil monetary penalties (fines), and barring continuing participation in the Medicare program.

Please direct any questions regarding this policy to the Human Resources Department.

DISCIPLINARY ACTION FOR VIOLATION OF THE COVID-19 POLICY:

Failure to comply with obtaining a vaccination will be considered a voluntary resignation. Persons who knowingly and intentionally make a false report of vaccination will be terminated from employment and reported to the proper government agencies for crimes punishable under applicable federal and State law. I have reviewed the above policy and understand the terms and conditions as detailed.

I have reviewed the above policy and understand the terms and conditions as detailed.

Employee Signature

Employee #

Print Name

Date