

From: [Ann Marie Alfrey](#)
Subject: Update to RVCOG's Face Covering and Physical Distancing Policies
Date: Thursday, May 20, 2021 8:20:46 AM
Attachments: [2021-05-19_COVID19-oregonosha-statement-on-vaccines-and-face-coverings.pdf](#)

Hello Coggies,

As mentioned in my previous email, we were waiting for OR-OSHA to release its regulations regarding face coverings and physical distancing in the workplace. That day was yesterday. Per OR-OSHA's statement (attached), employers are permitted to relax face covering and physical distancing policies for **fully vaccinated individuals who provide verification of vaccination**. Fully vaccinated means two weeks after the second shot for Pfizer or Moderna or two weeks after the single J&J shot. Proof of vaccination status must be submitted to Human Resources (Stephanie or me) by submitting a copy of your vaccination card. If submitting by electronic means (a pic from your phone or scanned PDF or JPG) please be sure to redact your birthdate unless sending via secure email. You are not required to submit this information; if you choose not to do so, just follow the policies for un-vaccinated individuals.

Note that employees working outside of the Central Point office must abide by the regulations of the host agency if those regulations are more restrictive. Also note that regulations for our Food & Friends meal sites may differ depending on specific guidance for Senior Centers.

Effective immediately, fully vaccinated individuals who have submitted verification of vaccination to Human Resources are no longer required to wear face coverings in the office **UNLESS MEETING WITH A MIXED GROUP INCLUDING UN-VACCINATED INDIVIDUALS IN A WORK AREA OR CONFERENCE ROOM**. In this case, **all individuals** are required to wear face coverings and remain physically distant from each other. All face covering and physical distancing policies remain in effect for un-vaccinated individuals and those who choose not to submit their verification of vaccination.

Please let me know if there are any questions regarding this policy change.

Thank you!

Ann Marie

Ann Marie Alfrey, *SHRM-SCP – Deputy Director*
Human Resources – Finance – IT - Administration
Rogue Valley Council of Governments - www.rvcog.org
155 N 1st St, PO Box 3275
Central Point, OR 97502
Ph (541) 423-1334 - Fax (541) 423-1395 - amalfrey@rvcog.org

RVCOG VALUES...

SERVICE COLLABORATION PROFESSIONALISM STEWARDSHIP INTEGRITY RESPECT



***Statement Regarding Vaccination Status
in Relation to Oregon's Facial Covering and Social Distancing Requirements***

Consistent with the May 18, 2021 document from the Oregon Health Authority (OHA) entitled "Interim Guidance for Fully Vaccinated Individuals" and based on the requirements of OAR 437-001-0744, Oregon OSHA expects employers to ensure that the physical distancing and facial covering requirements of the rule are enforced as reflected by the OHA guidance.

As outlined in the OHA document, if the employer chooses to allow either employees or visitors to the workplace to make use of the vaccine exemption, the employer does not need to enforce the physical distancing and facial covering requirements in relation to those individuals *provided* that the employer verifies the vaccination status of such individuals. An employer who requests and reviews verification of vaccination may permit fully vaccinated individuals with such proof of vaccination to go without a mask, face covering or face shield, and does not need to enforce physical distancing requirements for such individuals.

If an individual who claims to be vaccinated but refuses to provide verification of vaccination status, the employer need take no further action but must enforce the physical distancing and facial covering requirements without regard to the exemption.

The requirements of OAR 437-001-0744 other than those related to distancing and the use of facial coverings remain in place and are not affected by the vaccination exemption.