

From: [Jodi Wilson](#)
To: [Jodi Wilson](#)
Subject: COVID-19 Vaccine Update
Date: Tuesday, September 21, 2021 4:52:36 PM
Attachments: [image001.png](#)
[COVID19 Medical Exception Request.docx](#)
[COVID19 Religious Exception Request.docx](#)

Good Afternoon Coggies!

As you may be aware, on August 11, 2021, Governor Kate Brown issued a temporary emergency rule mandating COVID-19 vaccines for all Healthcare workers. This mandate required all Healthcare workers to provide documentation of being fully vaccinated by October 18, 2021. Any person who violates the rule on or after the compliance deadline may face civil penalties of \$500 per day per violation.

There is also an executive order that requires all State of Oregon workers to be fully vaccinated by the same date. And not to be outdone, on September 9, 2021, President Joe Biden issued a COVID-19 vaccine mandate for all Federal Employees and employers with over 100 employees.

Rogue Valley Council of Governments encourages staff to get vaccinated and practice safe habits to prevent the spread of COVID-19 but does not require the vaccine as a condition of general employment. We continue to review and follow the various mandates issued from the State, OSHA, and Federal government as they apply to our organization.

We have determined that the State and Federal mandates generally do not apply to RVCOG programs. However we have two exceptions to the requirement including 1) employees housed in State Aging and People with Disabilities offices and 2) employees seeing clients in a health care setting.

We are requesting Senior and Disability Services and Food and Friends staff to please provide a copy of your COVID-19 vaccination card or one of the attached exemption requests to certify your COVID-19 vaccination status by September 30, 2021. Documents can be submitted directly to Human Resources via fax, confidential email, or courier. If you have already provided a copy of your vaccine card or exemption request you do not need to resubmit. Employee vaccination status remains confidential and will only be provided to the State upon request.

The entire Oregon Health Authority FAQ is [here](#), but below are a few items relevant to our programs at RVCOG.

Q: What does it mean to be fully vaccinated?

A: *Being fully vaccinated means having received both doses of a two-dose COVID-19 vaccine or one dose of a single-dose COVID-19 vaccine, and at least 14 days have passed since the individual's final dose of COVID-19 vaccine. The two-dose vaccines are Pfizer and Moderna, and the one-dose vaccine is Johnson & Johnson.*

Q: Are AAA (Area Agencies on Aging) staff that regularly and routinely see clients in healthcare settings like hospitals, long-term care facilities, and assisted living facilities subject to the Oregon

Health Authority's healthcare provider vaccination rule?

A: *Yes. AAA staff would fall within the definition of "healthcare providers and healthcare staff" because they work and assist residents who are their clients in a healthcare setting and have direct contact with those residents.*

Q: Are AAA (Area Agencies on Aging) staff that only see clients in an AAA office subject to the Oregon Health Authority's healthcare provider vaccination rule?

A: *The Oregon Health Authority (OHA) encourages everyone to get vaccinated. It is the best way to protect themselves, their clients, and the public. However, unless an AAA office is located inside a healthcare setting like a healthcare facility, AAA staff who only works at the office would not be subject to OHA's healthcare provider vaccination rule.*

Q: Are state employees working at state-operated facilities required to get vaccinated?

A: *Yes, under the Governor's Executive Order 21-29.*

Q: What if an individual can provide written proof of history of COVID-19 disease? Is that sufficient to meet the vaccination requirement?

A: *No. Proof of history of COVID-19 disease as a substitute for vaccination is not allowed under the rule*

Q: What are some examples of accommodations or safety measures employers may require for employees who cannot be vaccinated due to medical conditions or religious beliefs?

A: *Among possible safety measures, as part of granting an exception to the vaccine requirement, an unvaccinated employee, contractor, or volunteer entering the workplace might be required to wear an N95 face mask, be physically distanced from others while at the workplace, work a modified shift when there are fewer individuals at the workplace, get periodic tests for COVID-19, be given the opportunity to telework, or finally, accept a reassignment. Safety measures that an employer imposes will depend on the employee's position duties and work environment, among other factors. If feasible, employers may consider granting specific accommodations temporarily and reviewing again after a specified period.*

Q: Does an employer have to grant the exception and provide accommodation, or can an employer terminate the employment of someone who requests an exception?

A: *Relevant workplace laws, including Title VII, the ADA, and state law equivalents, generally require an employer to provide reasonable accommodations for employees who, because of a disability or a sincerely held religious belief, request an exception from the vaccine mandate. After engaging in an interactive process, an employer may determine an accommodation is an undue hardship, or the employee poses a direct threat in the workplace that cannot be reduced to an acceptable level or eliminated by reasonable accommodation. If an accommodation cannot be provided, whether termination is appropriate is an employer decision and may be subject to provisions in collective bargaining agreements, where applicable, or employer policies.*

If you have any questions please let me know.

Best regards,

Jodi Wilson

Jodi Wilson, IMPA-CP
Human Resources Manager
Rogue Valley Council of Governments
155 N. 1st Street | P.O. Box 3275
Central Point, OR 97502
(541) 423-1335 Phone
(541) 423-1395 Fax

jwilson@rvcog.org

www.rvcog.org



RVCOG VALUES....

SERVICE COLLABORATION PROFESSIONALISM STEWARDSHIP INTEGRITY RESPECT