

## **Healthcare Vaccine Rule FAQ's**

### **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: Which disciplines count as healthcare workers?**

A: The definition of a healthcare provider is intentionally very broad and includes individuals, paid and unpaid, working, learning, studying, assisting, observing, or volunteering in a healthcare setting providing the direct patient or resident care or who have the potential for direct or indirect exposure to patients, residents, or infectious materials, and includes but is not limited to any individual licensed by a health regulatory board as that is defined in ORS 676.160, unlicensed caregivers, and any clerical, dietary, environmental services, laundry, security, engineering and facilities management, administrative, billing, student and volunteer personnel.

### **Q: Does the healthcare worker vaccination rule apply to temporary staff?**

A: Yes. The rule applies to any individual paid and unpaid, working, learning, studying, assisting, observing, or volunteering in a healthcare setting providing direct patient or resident care or who have the potential for direct or indirect exposure to patients, residents, or infectious materials, and includes but is not limited to any individual licensed by a health regulatory board as that is defined in ORS 676.160, unlicensed caregivers, and any clerical, dietary, environmental services, laundry, security, engineering and facilities management, administrative, billing, student and volunteer personnel.

### **Q: What if an individual can provide written proof of the 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: If a licensed provider refuses to comply, would it affect their license?**

A: Possibly. The provider should check with their licensing board, as that is regulated by individual licensing boards.

### **Q: What types of vaccination proof are acceptable?**

A: Documentation provided by a tribal, federal, state, or local government, or a health care provider, that includes an individual's name, date of birth, type of COVID-19 vaccination given, date or dates given, depending on whether it is a one-dose or two-dose vaccine, and the name/location of the health care provider or site where the vaccine was administered. Documentation may include but is not limited to a COVID-19 vaccination record card or a copy or digital picture of the vaccination record card, or a print-out from the Oregon Health Authority's immunization registry.

**Q: How will OHA enforce this rule?**

A: OHA may issue civil penalties to employers of healthcare providers or healthcare staff, contractors, or responsible parties who violate any provision of the rule of \$500 per day per violation.

**Q: Does OHA expect employers to take action if employees do not get vaccinated?**

A: Yes, because after October 18, 2021, it is unlawful for an employer to employ, contract with, or accept the volunteer services of healthcare providers or healthcare staff persons who are working, learning, studying, assisting, observing, or volunteering at a healthcare setting unless the healthcare providers or healthcare staff persons are fully vaccinated against COVID-19 or have a documented medical or religious exception.

**Q: By when do healthcare providers and staff have to come into compliance with the rule?**

A: Healthcare providers and healthcare staff have up through October 18, 2021, to comply with the rule. After that date, a health care provider or healthcare staff person may not work, learn, study, assist, observe, or volunteer in a healthcare setting unless they are fully vaccinated or have provided documentation of a medical or religious exception.

**Q: If an employee is let go for not vaccinating, are they eligible for unemployment?**

A: This is not a question that the Oregon Health Authority can answer. You should reach out to the Oregon Employment Department for information about unemployment.

**Q: How long will this temporary rule be in effect?**

A: Temporary administrative rules usually are in effect for six months from the date they are issued. They can be ended sooner. An agency can also adopt a temporary rule as a permanent rule.

**Q: What documents/proof are required for a religious or medical exemption?**

A: For a religious exception, an individual must fill out and sign the COVID-19 Religious Exception Request Form. The exception request must be based on a sincerely held religious belief and must include a statement describing how the vaccination requirement conflicts with the religious observance, practice, or belief of the individual.

**Q: Where can I access the form I need to fill out to request a medical or religious exemption from the vaccine requirement?**

A: Individuals can access forms at the following links:

COVID-19 Vaccine Medical Exception Request Form

COVID-19 Vaccine Religious Exception Request Form

**Q: Are employees required to get vaccinated during their regular work hours? If they have to get vaccinated outside of their work hours, are employers required to pay for the employee's time?**

A: No, the rule does not require covered employees to obtain vaccination during regular work hours, though an employer could offer or require employees to obtain vaccination during the workday. Regarding whether the time for vaccination is compensable, the Oregon Bureau of Labor and Industries

has an FAQ that covers this topic, available at <https://www.oregon.gov/boli/workers/Pages/covid-vaccine.aspx>. Finally, additional requirements may apply to employers who are subject to collective bargaining agreements or employment contracts.

If employees have questions, please send to [COVID-19@columbiamemorial.org](mailto:COVID-19@columbiamemorial.org).