

Tabitha Healthcare
Policy & Procedure Manual
Employee COVID Vaccination

PURPOSE: This policy applies to all Tabitha Employees. It is intended to help prevent and control the spread of SARS-CoV-2 (COVID-19) among healthcare workers and Tabitha Clients and Residents.

POLICY:

1. All employees will be offered the COVID-19 vaccine.
2. Staff with confirmed or suspected COVID-19 will be required to follow the Employee Illness Procedure to prevent the spread of the virus.

PROCEDURE:

Definitions:

SARS-CoV-2 or (COVID-19) is a contagious respiratory illness caused by corona viruses. The virus can spread up to 48 hours before symptoms appear in an individual and up to 10-20 days after symptoms develop. Mild – moderate illness up to 10 days. Severe illness up to 20 days.

COVID-19 vaccine protects against COVID-19 virus that is expected to be circulating. COVID-19 vaccination is recommended by the Center for Disease Control (CDC) for people 18 and older. This is especially important for healthcare personnel.

Healthcare personnel are all persons employed by a healthcare organization who may be in contact with residents and clients of the organization or their equipment and environment.

Requirements

All healthcare personnel will be offered the vaccine for COVID-19 or must submit a declination form.

To be compliant with this requirement, employees must do one of the following:

1. Receive the COVID-19 vaccine, provided by Tabitha and coordinated with Employee Health Department or designees. Provide proof that COVID-19 immunization was received in another clinic or pharmacy. Documentation must include the employee's name, community location and date of vaccination.
2. Employees who choose to decline the vaccine must read and submit "COVID Vaccination Status" Form indicating their plan to decline and acknowledgement of the mask and other personal protective equipment (PPE) requirements described below.

Vaccine Declination

Some employees may decline the vaccination for certain medical reasons which include:

1. Had a severe allergic reaction after a previous dose of this vaccine.

2. Had a severe allergic reaction to any ingredient of this vaccine.
3. Based on personal beliefs.
4. Have been advised by their healthcare provider not to take vaccine.

Requirements after vaccine declination

The individual will be required to wear a mask at all times while working within 6 feet of clients or other staff in any Tabitha building or patient care setting. Other PPE and COVID testing will be required based on CDC and/or Centers for Medicare and Medicaid (CMS) guidelines until the end of the pandemic as declared by Federal and State governing agencies. The individual declining the vaccine will also be required to follow all quarantine and isolation guidelines outlined by the CDC should they be exposed to COVID-19.

Compliance

All employees covered by this policy will need to be vaccinated by dates assigned during COVID-19 immunization clinic. Supervisors will be notified by Employee Health of team members who have (and have not) been vaccinated. Any employee who declines the vaccination will wear a mask for the duration of active COVID-19. Noncompliance may result in disciplinary action for the safety of Tabitha clients and each other. Employees who have additional questions or concerns regarding this requirement may discuss it further with a representative in the Talent and Culture Resources department.

Contingency Plan

If there is a shortage of COVID-19 vaccine supply, Tabitha will develop a contingency plan. This plan will include vaccine prioritization to direct care staff. In the event of a COVID-19 vaccine shortage or delay, Tabitha will send communication to staff regarding vaccination procedures.