



FAQs Regarding COVID-19 Vaccination Policy

UPDATED: Sept. 3, 2021

Q: Am I required to get the COVID vaccine?

A: St. Charles caregivers, medical staff, volunteers and others defined as “Covered Individuals” in the COVID-19 Vaccine Policy are required to be fully vaccinated or have a documented medical or religious exception on or before Oct. 18, 2021. The policy also defines “Excluded Individuals” as those who meet **all** of the following requirements: (i) is a fully (100%) remote worker; (ii) who resides outside of Deschutes, Jefferson, and Crook Counties as of the date of this policy; and (iii) does not provide direct in-person patient care and does not have the potential for direct or indirect exposure to patients or infectious materials at a St. Charles or other health care setting.

Q: Why am I required to get the COVID vaccine?

A: To ensure the safety and health of our patients, caregivers and others, St. Charles will follow the mandatory vaccine rule released by the Oregon Health Authority. The mandatory vaccine rule goes into effect on Oct. 18, 2021 for health care workers in order to protect themselves, patients, coworkers and statewide hospital capacity. COVID-19 remains a serious and continuing threat, and the safety of our patients, caregivers and visitors is our primary concern.

Q: When am I required to get the COVID vaccine?

A: Covered Individuals must be fully vaccinated on or prior to Oct. 18, 2021. To be considered fully vaccinated, at least 14 days must pass since you received your second dose of a two-dose vaccine (Pfizer/Moderna) or the first dose of a single-dose vaccine (Johnson & Johnson). In order to meet this deadline, Covered Individuals are responsible for ensuring they receive their initial dose by Sept. 6 (for Moderna), by Sept. 13 (for Pfizer), or by Oct. 4 (for Johnson & Johnson). **It is important to note that St. Charles’ supply of Johnson & Johnson expires in mid-September and will not continue to be offered at St. Charles locations after Sept. 26.**

To be clear you must receive your final dose of any of the vaccines by Oct. 4 at the latest to meet the deadline.

Q: Where do I get a COVID-19 vaccine?

A: Vaccines are free and widely available throughout our Central Oregon communities. Information on where to find a COVID-19 vaccine is available at centraloregoncovidvaccine.com. In addition to these options, caregivers can walk in and request a vaccine at the Community Pharmacy at the St. Charles Bend campus. It is the individual caregiver's responsibility to ensure they are fully vaccinated before the deadline.

Q: Am I required to also get any boosters approved by the CDC?

A: Whether booster shots will also be required to be considered fully vaccinated will be determined at a later time based upon guidance from applicable governmental authorities and the Hospital Incident Command System.

Q: Do I need to show proof of my vaccine?

A: Yes, you must provide documentation issued by a health care provider or government entity that includes your name, date of birth, type of vaccine, date(s) the vaccine was given, and the name or location of the site where the vaccine was administered. A COVID-19 vaccination card or digital photo or printout from the OHA's immunization registry satisfies the requirement. All documentation shall be provided and maintained by the St. Charles Caregiver Health department or other applicable file for non-employed Covered Individuals. If you have already completed the necessary paperwork for a COVID-19 badge sticker or completed an attestation with the Caregiver Health Department, no further documentation is needed.

Q: What do I do if I cannot receive the vaccination due to medical or religious reasons?

A: If you are unwilling or unable to receive the vaccine for a medical or religious purpose, you should immediately complete the two-part COVID-19 Vaccine Medical Exception Request Form or the two-part COVID-19 Vaccine Religious Exception Request Form as referenced in the COVID-19 Vaccine Policy. A COVID-19 Vaccine Review Panel of internal or external subject matter experts will review the forms and determine whether the requirements for an exception have been satisfied.

Q: How do I initiate my request for a COVID-19 Vaccine Medical Exception?

A: Please email UNUM at SCHSMedicalVaccineExempt@UNUM.com to request the appropriate forms.

Q: How do I initiate my request for a COVID-19 Vaccine Religious Exception?

A: Please email the St. Charles Leave team at SCHSleaves@stcharleshealthcare.org to request the appropriate forms.

Q: What happens if my request for a medical or religious exception is approved?

A: If approved, reasonable efforts will be made to accommodate Covered Individuals through an interactive process. Whether reasonable accommodation can be granted and, if so, under what parameters, will be determined in collaboration with a representative of the Hospital Incident Command System, a member of the Human Resources department and a senior operational leader. Reasonable accommodation may include, without limitation, reassignment to fully remote work or an unpaid leave of absence. Approved reasonable accommodations must be in place by Oct. 18, 2021.

Q: What happens if my request for a medical or religious exception is denied?

A: You will have the opportunity to reconsider becoming fully vaccinated by Oct. 18, 2021 or we will accept your voluntary resignation effective Oct. 18, 2021.

Q: What if I decide not get the vaccination?

A: Covered Individuals who simply choose not to be vaccinated will not be permitted to report to the workplace and we will consider the decision a voluntary resignation which will be processed in HR as a voluntary termination (eligible for rehire) from employment with St. Charles effective Oct. 18, 2021. In the case of Covered Individuals who are not employed by St. Charles (e.g., vendors), such individuals will no longer be permitted to perform duties on behalf of St. Charles effective Oct. 18, 2021.

Q: Will I be compensated for time spent receiving the vaccine?

A: Yes. Covered Individuals employed by St. Charles will be paid within reason, for their time spent to receive the vaccination.

Q: Who will cover the costs of the vaccine?

A: Covered Individuals will not be charged for the vaccine. The Federal Government is covering all costs of the vaccine.

Q: What happens if I have a reaction to the vaccine and I need to seek medical treatment?

A: You will need to complete a workers' compensation claim (with St. Charles or your respective employer) and also complete an SAS.

Q: What if I am on an approved leave of absence when the vaccine mandate goes into effect?

A: Under the OHA rule, you must notify Human Resources by Oct. 18, 2021 and provide documentation to show you are fully vaccinated or have completed the forms and provided the needed documentation for a medical or religious exception. If you are unable to comply due to your approved leave, please let us know as soon as possible. You cannot return to work until we have met all requirements under applicable law.

Q: Who should I contact if I have questions about this policy?

A: For questions regarding vaccines, where to get a vaccine, appropriate documentation or other related COVID-19 information including furloughs, please email Caregiver Health at caregiverhealth@stcharleshealthcare.org. For questions regarding a medical or religious exception please email schsleaves@stcharleshealthcare.org.

Q: What if I have questions about the safety of the COVID-19 vaccine?

A: Dr. Cynthia Maree, medical director of infection prevention, is available to answer questions related to the safety of the COVID-19 vaccine. She can be reached via email at clmaree@stcharleshealthcare.org. She is also holding open office hours at her office in the Safety Department at the Pilot Butte building from 10:30 to 11:30 a.m. Mondays-Thursdays and Wednesdays from 5 to 6 p.m. from now until Oct. 18. She can additionally be reached by phone at 541-706-4853.

Q: If I currently have tested positive for COVID-19, how long do I have to wait to get the vaccine?

A: The current recommendation is to wait until you are through your infectious period, or 14 days since the onset of symptoms. The exception is those individuals who have received a monoclonal antibody for the treatment of COVID-19, as those individuals should wait 90 days.

Q: What if I already had COVID-19 or have antibodies against COVID-19, do I still need the vaccination?

A: Yes. History of COVID-19 disease or proof of antibodies is not allowed as a substitute for vaccination under the rule.

Q: What if I received my first dose several months ago, but have not yet received my second dose?

A: To be considered fully vaccinated, you do need to have both doses of either of the mRNA vaccines or one dose of the Johnson & Johnson vaccine. It is not too

late to receive your second dose. Please reach out to your primary care physician to determine if you need to start the vaccination process over again.

Q: What will happen if I have started the vaccination process but it is not complete by Oct. 18?

A: You will be placed on an unpaid temporary suspension effective Oct. 18 for up to 42 days to provide time for you to reach full vaccination. During temporary suspension, you will not be able to use ETO and you will be responsible for your share of your health and voluntary benefit premiums. In the case of Covered Individuals who are not employed by St. Charles, you will no longer be permitted to perform duties on behalf of St. Charles effective Oct. 18, 2021.

Q: Does this vaccine mandate apply to remote and hybrid caregivers?

A: Yes, Covered Individuals include all hybrid and remote workers, other than Excluded Individuals, since there is a potential for direct or indirect exposure to patients or infectious material at a St. Charles or partner health care setting (for example, trainings, meetings, investigations, implementation of software, or participation in the labor pool).

Q: Will independent medical staff, students, vendors, contractors, travelers, temporary workers and all other personnel who need to access our facilities for business purposes be required to be fully vaccinated?

A: Yes.

Note: These FAQs may be updated and modified at any time.