



August 10th, 2021

Agenda

- Announcement: *WA vaccination requirement*
- Didactic: *The Joint Commission and AS*
- Case Discussions
- Open Discussion

Washington state employees, health care workers must be vaccinated against COVID

Aug. 9, 2021 at 10:21 am | Updated Aug. 9, 2021 at 7:28 pm



**PROCLAMATION BY THE GOVERNOR
AMENDING PROCLAMATION 20-05, et seq.**

21-14

COVID-19 VACCINATION REQUIREMENT

WHEREAS, to further our individual and collective duty to reduce the spread of COVID-19 in our communities, I am requiring all employees, on-site independent contractors, volunteers, goods and services providers, and appointees of designated state agencies to be fully vaccinated against COVID-19 on or before October 18, 2021; and



21-14

COVID-19 VACCINATION REQUIREMENT

1. Prohibitions. This order prohibits the following:

- a. Any Worker from engaging in work for a State Agency after October 18, 2021 if the Worker has not been fully vaccinated against COVID-19;
- b. Any State Agency from permitting any Worker to engage in work for the agency after October 18, 2021 if the Worker has not been fully vaccinated against COVID-19 and provided proof thereof to the agency;
- c. Any Health Care Provider from failing to be fully vaccinated against COVID-19 after October 18, 2021; and
- d. Any individual or entity that operates a Health Care Setting from permitting a Health Care Provider to engage in work for the individual or entity as an employee, contractor, or volunteer after October 18, 2021 if the Health Care Provider has not been fully vaccinated against COVID-19 and provided proof thereof to the individual or entity. Providers who do not work in a Health Care Setting must provide proof of vaccination to the operator of the facility in which the Provider works, if any, or, if requested, to a lawful authority. A lawful authority includes, but is not limited to, law enforcement, local health jurisdictions, and the state Department of Health.



21-14

COVID-19 VACCINATION REQUIREMENT

2. Exemptions from Vaccine Requirement.

- a. Health Care Providers and Workers for State Agencies are not required to get vaccinated against COVID-19 if they are entitled under the Americans With Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964 (Title VII), the Washington Law Against Discrimination (WLAD), or any other applicable law to a disability-related reasonable accommodation or a sincerely held religious belief accommodation to the requirements of this order. Nothing herein precludes individuals or entities for which Health Care Providers work as employees, contractors, or volunteers and State Agencies from providing disability-related reasonable accommodations and religious accommodations to the requirements of this order as required by the laws noted above. As provided in the ADA, Title VII, and the WLAD, individuals or entities for which Health Care Providers work as employees, contractors, or volunteers and State Agencies are not required to provide such accommodations if they would cause undue hardship.



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21-14

COVID-19 VACCINATION REQUIREMENT

- b. To the extent permitted by law, before providing a disability-related reasonable accommodation to the requirements of this order, individuals or entities for which Health Care Providers work as employees, contractors, or volunteers and State Agencies must obtain from the individual requesting the accommodation documentation from an appropriate health care or rehabilitation professional authorized to practice in the State of Washington stating that the individual has a disability that necessitates an accommodation and the probable duration of the need for the accommodation.



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- c. To the extent permitted by law, before providing a sincerely held religious belief accommodation to the requirements of this Order, individuals or entities for which Health Care Providers work as employees, contractors, or volunteers and State Agencies must document that the request for an accommodation has been made and the document must include a statement regarding the way in which the requirements of this order conflict with the religious observance, practice, or belief of the individual.



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COVID-19 VACCINATION REQUIREMENT

3. Acceptable Proof of Full Vaccination Against COVID-19: Where required above, Workers for State Agencies and Health Care Providers must provide proof of full vaccination against COVID-19 by providing one of the following:
- a. CDC COVID-19 Vaccination Record Card or photo of the card;
 - b. Documentation of vaccination from a health care provider or electronic health record; or
 - c. State immunization information system record.

Personal attestation is not an acceptable form of verification of COVID-19 vaccination.



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COVID-19 VACCINATION REQUIREMENT

5. Definitions.

a. “Worker”:

- For purposes of this order, “worker” includes:
 - A person engaged to work as an employee, independent contractor, service provider, volunteer, or through any other formal or informal agreement to provide goods or services, whether compensated or uncompensated, but does not include a visitor or patron;
 - The director, secretary, or other executive officer of a State Agency;



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b. “Health Care Provider” includes:

- Individuals with credentials listed in the [Healthcare Professional Credentialing Requirements](#) list;
- Individuals who are permitted by law to provide health care services in a professional capacity without holding a credential;
- Long-term care workers unless specifically excluded in this order; and
- Workers in any Health Care Setting, as defined herein.



“As unions representing nurses and health care workers in Washington state, the Washington State Nurses Association, SEIU Healthcare 1199NW and UFCW21 support science-based public health directives on COVID-19 vaccination requirements for frontline health care workers, with medical and religious exemptions. We stand firmly behind vaccination as the best way to save the lives of patients, family members and members of our communities.

At the same time, we fully expect employers to bargain with us over this change to working conditions.

We are facing an extraordinary staffing crisis in our hospitals and continue to advocate for reasonable deadlines and options for frequent testing as well as masking, as required in all health care facilities, for those who are unvaccinated. These provisions mirror those included in mandates in other states that allow health care workers to stay on the job caring for all of us through this ongoing crisis.

We also know that while the vaccines are incredibly effective, they do not replace PPE, universal masking or other infection control measures. We will continue to demand universal access to N95 masks and push employers to improve ventilation in facilities where needed.”





Timeline for Compliance

SEPTEMBER						
S	M	T	W	T	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

Last day for first shot of Moderna

Last day for first shot of Pfizer

OCTOBER						
S	M	T	W	T	F	S
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

Last day for J&J or second shot of Pfizer or Moderna

Last day for full vaccination



Resources

- [Proclamation](#)
- [FAQ](#)
- Governor Inslee Medium [article](#)

