

By October 14, 2021

VACCINE MANDATE



CORRECTIONS

CAPT representatives met yesterday with CDCR/CCHCS representatives to discuss the implementation and impact of the COVID-19 vaccine mandate on BU 18 CDCR employees. The CAPT reps present at yesterday's meeting were chapter presidents Toni King and Walter Lewis, CAPT State President Eric Soto, CAPT Consultant Ann Lyles, and CAPT Attorney Sean Bedrosian.

To begin, and as already reported, BU 18 employees working for CDCR must be fully vaccinated by **October 14**. The vaccine mandate was ordered on August 19 by the California Department of Public Health as a public health measure to prevent further infection, subsequent transmission, and outbreaks among vulnerable populations.

The locations and posts identified by the vaccine mandate order include all BU 18 staff.

Under the authority of the CDPH order, the California Code of Regulations, Title 8, section 5199 (Aerosol Transmissible Disease Standard), and California Health and Safety Code, section 1288.7, the Department established operational procedures for the internal and external vaccination of its employees, and for mandate exemptions.

Vaccination Exemption Procedures

Employees may request a vaccine exemption for a Religious Belief or a Qualifying Medical Reason(s).

Requests for medical/religious accommodation must be submitted by **September 14, 2021**. The Department will engage exemption-seeking staff to determine exemption eligibility.

MEDICAL EXEMPTIONS: Staff unable to be fully vaccinated due to a qualifying medical reason are to notify their supervisor and **Return-to-Work Coordinator** of their request for a reasonable accommodation. Reasonable accommodation requests (CDCR Form 855) must be substantiated with a written statement signed by a physician or

other licensed medical professional stating that the individual qualifies for the accommodation. A medical exemption shall indicate probable duration, whether it is specific, unknown, or permanent. The medical statement does not need to specify or include the medical condition, disability, or reason for the exemption.

RELIGIOUS EXEMPTION: Staff seeking a religious exemption are to notify their supervisor and local **Equal Employment Opportunity Coordinator** of their request for religious accommodation. Religious accommodation requests (CDCR Form 2273) must include a statement indicating that the individual has a sincerely held religious belief that precludes them from obtaining any COVID-19 vaccine (Refer to DOM Section 31010.8 for additional information).

Please note that the COVID-19 exemption form is signed under penalty of perjury that the statements supporting the exemptions are true and correct.

Vaccine-exempt employees will be required to undergo twice-weekly testing and masking. Refusal to get tested on a twice-weekly basis may result in corrective or disciplinary action.

Vaccination Procedures

INTERNAL: Vaccinations will continue to be offered at each institution.

EXTERNAL: Staff who obtain vaccination by an outside provider must submit proof of their vaccination status via the BIS platform and the DocuSign PowerForm, securely submitting staff's documentation of Non-CDCR/CCHCS vaccination directly to the Employee Health Program team.

Employees who are not fully vaccinated or fail to secure an approved vaccine exemption by the October 14 deadline will be subject to discipline up to and including dismissal.

For questions, don't hesitate to get in touch with your local chapter.