

## **Vaccination Requirement : Mandatory**

### **Purpose**

In order to promote a safe and healthy workplace, COCC is following requirements for Oregon healthcare workers, K-12 employees, and several institutions of higher education in the state by implementing our own employee vaccination requirement. This requirement will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities. COCC will follow the [CDC's definition of "fully vaccinated."](#) At this time, COCC will not require a booster dose. . COCC will use a secure, online vaccine verification system for employees to upload proof of full COVID-19 vaccination or request a medical or religious exemption.

### **Scope**

All COCC employees (including benefitted, part-time, and irregular wage/work study) are required to submit proof of vaccination or request and obtain an approved medical or religious exception. Subject to any applicable collective bargaining or employment agreement, failure to comply with COCC's vaccine requirement may result in disciplinary action up to and including termination of employment.

### **Procedures**

Employees will be notified by the College as to the effective date of this requirement and the timeframe(s) for having the required vaccine(s) completed or exceptions requested and approved. COCC employees who are not yet fully vaccinated can use their paid sick leave to get vaccinated. Employees can also use their paid sick leave if they experience [side effects](#) from the vaccine. Employees are to work with their managers to schedule appropriate time to comply with this requirement .

COVID-19 vaccinations are free, whether an individual has health insurance or not. Employees are responsible to obtain vaccinations as provided locally.

### **Exceptions**

Employees may request either a religious or medical exception. COCC will use the OHA's [religious exception](#) and [medical exception](#) forms. These exceptions can be requested via the online vaccine verification system.

Employees who obtain an approved medical or religious exception will be required to take a weekly COVID-19 test and upload their weekly test result into the vaccine verification system. The tests will be provided free of charge to employees. Subject to any applicable collective bargaining or employment agreement, any failure to comply with the weekly testing requirement may result in disciplinary action up to and including termination of employment.

Please direct any questions regarding this requirement to the human resources department at [MyHR@cocc.edu](mailto:MyHR@cocc.edu).