**Title: COVID-19 Vaccine Requirement FAQ**

1. **Why is Kettering Health requiring COVID-19 vaccination for all employees, providers, volunteers, and business partners?**
   As a healthcare organization, the safety of our patients, staff, and providers is one of our highest priorities. More than 330 million doses of the COVID-19 vaccines have now been given in the United States, and the science is clear: the vaccines are highly effective at preventing infection, hospitalization, and death. This efficacy rivals that of the best vaccines ever developed. In addition, the side effects are generally mild and short-lived.  Currently, we are seeing a surge of COVID-19 in our region, caused by the Delta variant.

   The Ohio Hospital Association has recommended that all hospital employees be vaccinated. The same recommendation has been made by more than 50 professional societies, including the Infectious Diseases Society of America and the Society for Healthcare Epidemiology of America. Many other healthcare networks have stepped up and made this same decision. This decision helps us protect one another's safety and well-being while carrying out our mission: to improve the quality of life of the people in the communities we serve.

2. **Is it legal to make employees get a COVID-19 vaccine?**
   Yes, it is. State and federal employment laws allow employers to require vaccines. The U.S. Department of Justice also recently published an opinion stating that federal law permits vaccine mandates.  Kettering Health and other hospitals across the country already require vaccinations for other highly communicable diseases, like the flu, as a condition of employment.

3. **Why is Kettering Health requiring the vaccination before any of the vaccines have full U.S. Food and Drug Administration (FDA) approval?**
   Vaccination against COVID-19 protects you and everyone around you: your team, your family, your friends, your patients, your community. The scientific evidence as well as real-world experiences show that the COVID-19 vaccines are both safe and effective against symptomatic infections, hospitalizations, and death. The COVID-19 vaccine saves lives and, as a healthcare organization, we must do all we can to protect our teams and our communities.

4. **If I've already had COVID-19 and have antibodies, why do I need to get vaccinated?**
   Individuals with prior COVID-19 infection should still be vaccinated, according to the CDC. Immunity from vaccination will be more long-term than what would naturally follow after having COVID-19. Though immunity does occur after infection, we don't know how long it lasts. The COVID-19 vaccine is the best protection against the virus.
   If you have been diagnosed with a COVID-19 infection, you may wait up to 90 days after your positive test before receiving the COVID-19 vaccine.

5. **If masks and social distancing work, why do I have to get vaccinated?**
   Safety precautions and vaccines all help protect you from COVID-19, but they work in different ways. The vaccine helps prepare your immune system to fight the COVID-19 virus if you're

exposed to it. Masks and social distancing help limit your exposure and lower the chance of you spreading the virus. To end the pandemic, we need to use all the tools available.

6. **I've heard some people still get COVID-19 after being vaccinated. Why should I get a vaccine that doesn't work?**
   All of the COVID-19 vaccines are highly effective. Pfizer's vaccine is proven to be 95% effective, Moderna's vaccine is 94% effective, and Johnson & Johnson's vaccine is 72% effective. Typically, when a vaccine—the flu vaccine, for example—is 50% to 60% effective, it is considered successfully protective.

7. **I work remotely. Why do I need to be vaccinated?**
   Employees that do not directly care for patients may still interact with employees that do. Also, as we did last year, we may need to ask an employee in any role to provide support at our healthcare facilities to ensure we are able to care for our patients. It's vital that we all do everything we can to protect each other as well as our communities and end the pandemic.

8. **Will I lose my job if I don't get vaccinated?**
   Yes, those who do not meet the COVID-19 vaccine requirement by Monday, October 4 and do not have an approved exemption will be subject to termination and/or lose their ability to conduct business at our facilities.

9. **How do I submit proof of my vaccination?**
   Employees, medical staff, and volunteers who were vaccinated in the state of Ohio do **not** need to submit proof of vaccination. **If you are not employed by Kettering Health, or are an employee who received the vaccine outside the state of Ohio, and already received the COVID-19 vaccine,** submit a copy of your vaccination card or other documentation from your healthcare provider by emailing a copy to the Employee Health office at ehprograms@ketteringhealth.org

10. **What if I lost my CDC vaccination card or other proof I was vaccinated?**
    If you received your vaccine through a healthcare provider and were registered for its patient portal, your vaccine record may be available through your account. If you were vaccinated at a retailer such as Kroger Health Little Clinic or CVS, contact them to request a copy. You may also contact the Ohio Department of Health for a copy, as it maintains a vaccination information system.

11. **Do I need to submit proof of vaccination if I received my vaccine from a Kettering Health vaccine clinic?**
    You only need to submit proof of vaccination if you are not employed by Kettering Health, or if you are an employee who received the COVID-19 vaccine outside the state of Ohio.

12. **Can I be exempt from having to get the vaccine?**

Yes, Kettering Health will review exemption requests submitted by individuals who are precluded from getting the vaccine for medical reasons or sincerely held religious beliefs. Such requests will be granted where legally required and supporting documentation may be required. Note: Individuals who qualify for such exemptions may be required to undergo additional testing and/or screening. Exemption request forms are available, and can be accessed by clicking here. Exemption requests must be received by August 20.  However, Kettering College students may submit exemption requests until September 3. If you have questions about how to complete these forms, please contact your campus Employee Health department.

13. **If I'm pregnant, do I have to get the vaccine?**
We are allowing pregnant women to request to defer vaccination until the completion of their pregnancy. Kettering Health, the CDC, and the American College of Obstetrics and Gynecology recommend pregnant women be vaccinated against COVID-19 because they are at risk for more severe illness. We understand that some of our team members who are pregnant may still have concerns. These team members may submit an exemption request. Note: Individuals who qualify for such exemptions may be required to undergo additional testing and/or screening.

14. **I'm breastfeeding. Can I request a deferral?**
No, women who are breastfeeding do not qualify for a deferral. The vaccine does not contain a live virus and does not shed in breast milk.

15. **I'm trying to conceive. Can I request a deferral?**
The COVID-19 vaccine is safe for women who are trying to get pregnant now or in the future, as there is no evidence that the vaccines cause female or male fertility problems. Women who are trying to conceive may submit an exemption request, as they may be pregnant for several weeks before a pregnancy is confirmed. Men who are trying to conceive with their partners are required to be vaccinated and will not be eligible for an exemption request.

16. **What are the dates I need to be aware of?**

| Audience | Exemption Request Deadline | First COVID-19 Vaccine Dose | Second COVID-19 Vaccine Dose |
|---|---|---|---|
| Employees | August 20 | September 3 | October 4 |
| Medical Staff – Employed | August 20 | September 3 | October 4 |
| Medical Staff – Non-employed | August 20 | September 3 | October 4 |
| Volunteers | August 20 | September 3 | October 4 |
| Contractors and Vendors | August 20 | September 3 | October 4 |
| Students – Non-Kettering College | August 20 | September 3 | October 4 |
| Students – Kettering College | September 3 | September 3 | October 4 |

17. **Do I need to get a certain vaccine brand?**
No, you can get any of the COVID-19 vaccines that were approved for emergency use by the FDA. All of the COVID-19 vaccines are highly effective and will help prevent COVID-19—regardless of what kind you get.

18. **What does the vaccine cost?**
There are no out-of-pocket costs for the COVID-19 vaccine, but insurance will be billed. If you do not have insurance, you still qualify for the vaccine with no out-of-pocket cost. If on Medicare, please be sure to locate and bring your traditional Medicare ID card to your vaccination.

19. **Is the seasonal flu vaccination still required, too?**
Yes, Kettering Health team members are required to receive the flu vaccine, or have an approved medical or religious exemption, each fall. More details will be available in the coming months about this year's flu vaccine clinics.

20. **Will I be allowed paid time off to get the vaccine?**
If you are a non-exempt/hourly employee, we will provide you with 1 hour of pay for each vaccine appointment you need to attend (1 or 2, depending which vaccine you choose to receive). You should work with your leader to plan for your vaccine appointment, and we ask that you try to schedule that appointment when you are not scheduled to work the following day.

We are also providing that same amount of PTO to non-exempt/hourly employees who have already been vaccinated, as a thank-you for taking that important step to protect our community and to cover any time used for a vaccination appointment.

21. **If I experience side effects and can't come to work, will I receive paid time off?**
Employees are encouraged to receive the vaccine when they will be off the next day to minimize the need to call off related to a vaccine reaction. If employees are unable to perform their job duties because of a reaction to the COVID-19 vaccine, they will be paid for scheduled hours missed as a result of a vaccine reaction. Time off is not expected to exceed 1-2 scheduled shifts immediately following the vaccine, and employees may apply accrued PTO. Employees should report the absence to their department using normal call-in procedures and call their campus Employee Health office to report the reaction.

22. **If my employment is terminated for not complying with this policy, and I later change my mind, am I eligible for rehire?**
Yes, if you become vaccinated against COVID-19, you are eligible for rehire. You will not be guaranteed your previous position, but you can apply to open positions.

23. **I'm under the age of 18. Do I need parental consent to receive the COVID-19 vaccine?**

Yes, if you are under the age of 18, a parent or guardian must complete a consent form that you'll receive before being vaccinated. Currently, minors are eligible to receive only the Pfizer vaccine.

24. **Are all Kettering Health locations requiring vaccination?**
Yes, the COVID-19 vaccine is required for all employees, employed medical staff, volunteers, contractors, vendors, and students—regardless of work location.

25. **Where can I learn more about the vaccine?**

Learn all about COVID-19 vaccines and vaccination planning in the United States and Ohio.
- CDC General COVID-19 Vaccine Information
- FDA COVID-19 Vaccine Information
- Ohio Department of Health COVID-19 Vaccine Information
- Pfizer Coronavirus Vaccine
- Moderna COVID-19 Vaccine
- Johnson & Johnson COVID-19 Vaccine

26. **Will new hires have to be vaccinated to be eligible for employment at Kettering Health?**
Yes.  Anyone hired after September 3 will need to receive their first dose of the COVID-19 vaccine within their first week of hire and, within their first 30 days of employment, they must receive all required doses of the vaccine.

27. **What if I am currently on a leave of absence?  Am I required to be vaccinated and, if so, when?**
Anyone currently on a leave of absence must receive all required doses of the COVID-19 vaccine by October 4 or within 30 days of their return from leave, whichever date is later.

28. **Am I required to get my COVID-19 vaccine at a Kettering Health vaccination clinic?**
No.  You may get the COVID-19 vaccine wherever you choose, but we will provide you with information and availability to get the COVID-19 vaccine at a Kettering Health vaccination location if that's what works best for you.

29. **What should I do if I received my first dose of the Pfizer or Moderna COVID-19 vaccine over 6 weeks ago and I have not received the second dose?**
You will need to restart the vaccination process.