



Frequently Asked Questions

Mandatory Influenza Vaccination Program

Flu Information for 2021-2022

Thank you for protecting our patients through your participation in the Kettering Health Employee Flu Vaccine Campaign.

Getting an annual flu vaccine is the first and best way to reduce your chances of getting the flu and spreading it to others. In addition to getting vaccinated, you can take every day preventative actions like staying away from people who are sick and washing your hands to reduce the spread of germs.

If you are sick with flu, stay home from work to prevent spreading flu to others. Please note that you will need to clear through Employee Health following your illness, prior to returning to work.

1. Is the vaccine safe?

Yes, flu vaccines are among the safest medical products in use. Like any medical product, vaccines can cause side effects. Side effects of the flu vaccine are generally mild and go away on their own within a few days.

Common side effects from the flu shot include: soreness, redness, and/or swelling where the shot was given, headache, fever, nausea, muscle aches, fatigue.

2. What type of vaccines are offered?

- We offer quadrivalent inactivated vaccines (QIV), protecting you against 4 strains of the influenza virus.
- A limited supply of egg free and preservative free vaccines will be available to those employees with severe allergic reactions.

3. Can the vaccine cause the flu?

- Flu vaccines work by helping the body's defenses in the event a person is exposed to the flu virus.

- The vaccines contain either inactivated virus, or a particle designed to look like a flu virus to your immune system.
- It takes about two-three weeks after receiving flu vaccine to develop full immunity, so it is possible for a person to get the flu right after they got their flu vaccine.

4. When should I get my flu vaccine?

- Flu Vaccines will be made available on KH Campuses, starting **Monday, September 27, 2021**.
- Deadline to receive or submit documentation is **Friday, October 15, 2021**.

5. Why do I need to get vaccinated against the flu every year?

Yearly flu vaccine is recommended even when the viruses the vaccine protects against have not changed from the previous season. A person's immune protection from vaccination declines over time, so annual vaccination is needed to get the best protection against the flu.

6. Why is the Flu Vaccine Required?

- It is policy that all KH employees receive the flu vaccine or be exempted due to an approved medical reason or religious belief.
- Compliance with mandatory vaccination will be required by all healthcare personnel before **November 12, 2021**. Healthcare personnel who fail to be vaccinated or to have an approved exemption by **November 12, 2021** will receive a Final Written Warning.
- Termination will occur if not completed within 10 days from Final Written Warning.

7. What if I don't work in a clinical area or work from home, do I need the flu vaccine?

Healthcare personnel that do not directly take care of patients may still interact with employees that do and can spread the virus to them. As a healthcare organization; we *all* have a responsibility to stop the transmission of the flu.

8. Will you accept documentation as proof from another employer/facility/pharmacy?

- We will accept the document if it includes: name of provider, date of vaccination, type of vaccination, site of vaccination.

- KH will accept off-site documentation of receipt of the Flu Vaccination administered no earlier than August 1, 2021.
- Documentation can be sent to the EH Programs Inbox via email or fax.

9. What if I have an allergy to the vaccine?

- We will allow medical exemptions that follow CDC guidelines. People who should not be vaccinated for influenza:
 - Individuals who developed Guillian-Barre Syndrome within six weeks following a flu vaccine.
 - Individuals with a severe, documented allergy to a previous flu vaccine.

10. How do I obtain a medical exemption for the influenza vaccine?

- Medical Exemption forms can be found on the KH Intranet under the Employee Health webpage. Please ask your Health Care Provider to complete the form.
 - Return the completed form to the Employee Health office via fax or email.
- All completed forms are reviewed by Employee Health and/or the Employee Influenza Vaccine Exemption Committee. The form will be placed in your Employee Health file.
- Medical exemptions must be received no later than **October 15 of every year.**
- Previous lifetime medical exemptions do not need to reapply.

11. Should pregnant women get the influenza vaccine?

Yes. Influenza is more likely to cause severe illness in pregnant women than in women of reproductive age who are not pregnant. Getting vaccinated also can help protect a baby after birth from flu, as mom passes antibodies onto baby during pregnancy.

12. How do I obtain a religious exemption for the influenza vaccine?

- The Religious Exemption form is available on the KH Employee Health Intranet web page.
- You must complete the form and have it notarized. Notary services are available at most KH hospital campuses. Please contact Employee Health or Human Resources with questions regarding notary availability at your campus.
- Completed forms should be sent to the EH Programs Inbox to be reviewed by the Employee Influenza Vaccine Exemption Committee. You will be notified by Employee Health and the form will be placed in your Employee Health file.

- Religious exemptions must be received by **October 15 every year.**
- Previous Lifetime religious exemptions do not need to reapply.

13. Can I get the flu vaccine and the COVID vaccine during the same time frame?

Yes. The CDC states that receiving the COVID-19 vaccine in the same time frame as the flu shot is safe and won't affect your immune response to either one.