

## WORK ENVIRONMENT

### 02.09.02 ~~Covid-19 Vaccination Policy~~ Public Health Emergency Policy

~~It is PCCLD policy that individual District employees must attest to full vaccination with a COVID-19 vaccine. Full vaccination is described by the United States Centers for Disease Control and Prevention with COVID-19 vaccines authorized by the United States Food and Drug Administration.~~

~~Alternatively, an employee who does not attest to COVID-19 vaccination may be required both to always wear a face mask over the nose and mouth while inside PCCLD facilities in the presence of others and submit weekly a COVID-19 test showing a negative result. This requirement is at the discretion of the Executive Director or her/his designee as determined by evolving guidance from local, state, and federal public health authorities. Employees who do fail to abide by this policy could be subject to the PCCLD performance improvement process, and, possibly, dismissal from PCCLD employment.~~

PCCLD follows authoritative public health guidance and best practices to preserve and enhance workplace safety and health. In the event of a federal or state declared public health emergency, requirements and procedures will be determined at the discretion of the Executive Director or his or her designee and as determined by evolving guidance from local, state, and federal public health authorities.

In granting supplemental leave for Public Health Emergency leave (PHEL), PCCLD may take into account paid time off already accrued by or granted to employees. During the duration of a public health emergency (the time between the date on which the emergency is declared and for four weeks after its termination or suspension), PCCLD permits employees to take both sick leave that they accrued prior to the public health emergency and supplemental leave provided for the public health emergency, for a qualifying reason related to a public health emergency event.

**Effective Date: October 1, 2021**

**Revised Date: March 15, 2022**

**Revised Date: August 15, 2023**

## Work Environment

**This section can be removed. It could be added in the event of a declared Public Health Emergency (as referenced in 02.09.02 – Public Health Emergency Policy).**

### **~~02.09.02. P1 Covid-19 Vaccination Policy -- Procedures~~**

~~Employees must to provide attestation to PCCLD Human Resources of full vaccination against COVID-19, PCCLD will notify employees of appropriate protocols as directed by Public Health officials and will reference the Covid-19 Vaccination policy and procedures. This proof of vaccination is typically in the form of a COVID-19 vaccination card. Note that employees should not provide proof of vaccination that includes any genetic or other health information (e.g., family medical history). Any documentation received by an employee will be kept confidential as required by law.~~

~~Unvaccinated employees or employees who are not fully vaccinated must wear face masks and maintain a six-foot distance from others while in the workplace. In addition, unvaccinated employees are required to complete weekly testing for COVID-19. Employees who are awaiting full vaccination are required to submit to COVID-19 testing until their vaccination status has been verified with Human Resources.~~

### **~~Positive Covid-19 Test Result~~**

~~Consistent with existing protocols, any employee of PCCLD who has a positive COVID-19 test result will be required to isolate outside of the workplace for at least 10 days. If symptomatic, an employee should not return to the workplace until all symptoms have resolved, including, but not limited to, being fever-free for 24 hours without the aid of fever reducing medications.~~

### **~~Compensation~~**

~~Employees will be paid their hourly rate, up to two hours, for time obtaining the COVID-19 vaccination as well as for the waiting time after receiving the vaccine to monitor for an adverse reaction to the vaccine. Sick leave may also be used to cover time away for vaccination.~~

~~PCCLD employees who do not comply with this policy by declining the COVID-19 vaccine and/or required testing/masking are subject to disciplinary action.~~

### **~~Vaccination Status~~**

~~Human Resources will contact employees who have not submitted a COVID-19 vaccination card or have not submitted notification that they have been fully vaccinated, meaning two doses of either the Moderna or Pfizer vaccine and one dose of the Johnson & Johnson vaccine. Human Resources will provide the employee with several options of self-reporting their confidential information. Disclosure of an employee's vaccination status is voluntary. If an employee chooses not to disclose their vaccination status, they will be required to complete regular testing, masking, and social distancing protocols.~~

### **~~Testing~~**