

HI All –

At today's Safety Officer meeting, we reviewed (in some detail) the requirement for all UVM Employees to be vaccinated for COVID 19. I thought I would share some highlights:

1. Here is the current site for an outline of the requirements: <https://www.uvm.edu/news/uvmforward/covid-19-vaccines-required-all-employees>
2. Please note that employees include faculty, staff and temporary wage employees. This policy does not include student workers (requirement for vaccines are already in place for both UG and GRAD student).
3. You may have heard that the OSHA ruling has been challenged – please note that UVM falls under both the OSHA ruling AND the Federal Contractor mandate. While the OSHA ruling is on hold, the Federal Contractor mandate requires mandatory vaccinations.
4. To provide UVM with your vaccine status – here is the job aid (this is done in PeopleSoft): https://www.uvm.edu/sites/default/files/Human-Resource-Services/How-to-Guide_Vaccine_Reporting.pdf
5. You may request a medical or religious exemption – those are **due by 12/17/21** (in PeopleSoft)
6. If you do not have an exemption, then you will be **required to be fully vaccinated by 1/18/22** (working backwards, if you are planning on a Pfizer or Moderna vaccine, your first dose would have to be completed by tomorrow (12/7/21)). If a UVM employee is not fully vaccinated by 1/18/22, then testing will be required every seven days – with the requirement of beginning/completing the vaccination process OR requesting an exemption. It is our goal to help all employees meet the requirements.
7. The policy is for UVM Employees only.... Contractors, affiliated organization employees, and vendors are not UVM Employees and there is no change to our policy – they are “expected” to be vaccinated. (A caveat: If you are working under a federal agreement and the award language states that contractors must be vaccinated, then this requirement does apply to them).
8. There will be a POLICY coming out soon – it is currently being reviewed with the various collective bargaining teams.
9. Please note that you should NEVER ask anyone if they are vaccinated. Supervisors will be informed if someone they supervise has NOT met the requirements (no specifics). You may ask the employee if there is anything that you can do to help them comply with UVM requirements, but it sounds like HR is taking on the role of compliance for individuals.

This was the news today – my guess is that there may be more clarification as questions come up... I will do my best to keep everyone informed. Please let me know if you have any questions – and I will research answers. You may always feel free to connect with [UVM Strong](#).

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