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Washington Vaccine Mandate

WHAT YOU NEED TO KNOW

Presented By
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Disclaimer

The information presented today November 3, 2021 is subject to change. Laws are constantly changing and the outcomes of current and future litigation may change the validity of information in this presentation. Our legal office does not take a stand on vaccine issues. We are only here to present the rules and regulations that are currently in effect.

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Vaccine Mandate Overview

- ▶ Proclamation 21-14.1 issued by Gov. Inslee on August 20, 2021
- ▶ Requires health care providers, including their employees, contractors, and volunteers, to be fully vaccinated against COVID-19 by October 18, 2021
- ▶ Allows for **Religious and Medical Exemption with Reasonable Accommodations**

PROCLAMATION 21-14.1 COVID-19 VACCINATION REQUIREMENT

- ▶ Effective October 18, 2021
- ▶ To whom does the Proclamation apply?
 - ▶ Health Care Setting
 - ▶ Health Care Provider
 - ▶ State Agency
 - ▶ Educational Setting
- ▶ Religious and Medical Exemptions

RELIGIOUS AND MEDICAL EXEMPTIONS

Religious Exemptions

- ▶ Conflict with sincerely held religious beliefs, practice, or observance
- ▶ Document request
- ▶ Statement explaining the way in which the requirements conflict with the sincerely held religious belief, practice, or observance

Medical/Disability Exemptions

- ▶ Documentation from appropriate health care or rehabilitation professional
 - ▶ Necessitates accommodation and probable duration of the need for the accommodation

REASONABLE ACCOMMODATIONS

- Must still comply with federal law
 - Americans with Disabilities Act (ADA)
 - Rehabilitation Act of 1973
 - Title VII of the Civil Rights Act of 1964
 - Washington Law Against Discrimination (WLAD)
- Employers Prohibited from providing accommodations for certain Reasons
- Reasonable Accommodation Assessment
 - Job position
 - Business needs of employer
- Examples of options for accommodations

RESOURCES

- Washington State Department of Health FAQ
 - <https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/505-160-VaccinationRequirementFAQs.pdf>
- Proclamation
 - <https://www.governor.wa.gov/VaccineMandateFAQ>

- Vaccine Mandate FAQ – Governor's Website
 - <https://www.governor.wa.gov/VaccineMandateFAQ>

- Labor & Industries – COVID-19 Workplace Safety & Health
 - <https://www.lni.wa.gov/safety-health/safety-topics/topics/coronavirus>

Q&A

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