

Employers with Healthcare Workers

Under the new rule, who is covered by the Oregon healthcare worker mandate?
Individuals, paid and unpaid, working, learning, studying, assisting, observing or volunteering in a healthcare setting providing direct patient or resident care or who have the potential for direct or indirect exposure to patients, residents, or infectious materials, and includes but is not limited to any individual licensed by a health regulatory board as that is defined in ORS 676.160, unlicensed caregivers, and any clerical, dietary, environmental services, laundry, security, engineering and facilities management, administrative, billing, student and volunteer personnel.
Has the new rule taken effect yet?
The rule is in place and the district must have all employees vaccinated or exempted by October 18 th or face penalties of \$500 per person per day. In order to be in compliance, the district has several vaccination deadlines along the way depending on which vaccine individuals choose to use.
Are there any exceptions to the mandated vaccine?
Yes. If an employee has a medical condition, or a strongly held religious belief they may be exempted from the requirement. OHA has provided forms that should be used. Avoid making any assumptions about the request or the basis for the exemption. If an employee submits an exemption form, your human resources/management team should evaluate the information on an individual basis.
What if we receive a request to bargain from our employees' union?
Consult with your labor counsel regarding the employer's obligation under the terms of your union agreement.
What if employees say they will quit or resign if they are forced to vaccinate?
You can clearly state the expectation of the employer and the requirements to continue to work in their position. Avoid getting into a discussion regarding your personal or political beliefs with the employee.
What does the employer do if they feel that the religious or medical exemption form submitted by the employee is inaccurate or untruthful?
Consult immediately with your legal advisors to make sure appropriate steps are being taken to address the employer's concerns.

What will the effects be on my SDIS insurance coverages?

Please visit [this link](#) for information from SDIS regarding this topic.

Where can I obtain additional resources or information on vaccine issues?

- a. BOLI: [BOLI : COVID Vaccinations and the Workplace : For Workers : State of Oregon](#)
- b. EEOC: [What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#)
- c. [OHA 3879 Healthcare Provider and Healthcare Staff Vaccine Rule FAQs \(state.or.us\)](#)

Questions?

Please contact SDAO at help@sdao.com or 800-285-5461.