

**North Mason Regional Fire Authority  
Special Board Meeting  
Board of Fire Commissioners Agenda**

**August 24th (Belfair)  
5:00 PM**

**Zoom option available for public attendance**

**Blue Information and Red Action Requested**

**Call to Order**

**Pledge of Allegiance**

**New Business**

- **Proclamation 21-14: COVID-19 Vaccine Requirement**

**Public Comment**

**Good of the Order**

**Adjournment**

**\*\*Until further notice, all Board of Commissioners meetings will include a Zoom option for those would like to attend via video/teleconference.\*\***

Instructions:

**To join the meeting from a computer (audio + visual)**

1. Use the following Meeting ID: <https://zoom.us/j/4439633643>
2. When prompted to enter your name.
3. You will be prompted to choose ONE of the audio conference options: phone call OR computer audio.
  - o Audio quality tends to be better when participants use phone rather than computer microphone
  - o *Note: If you are not prompted to choose an audio option upon entering, select the arrow next to the microphone in the lower left corner. Click "Audio Options..."*
4. You may choose to use your webcam in the meeting or not. To turn your webcam on/off, use the camera icon in the bottom-left corner.

**To join using the Zoom mobile app (audio + visual)**

1. Open the Zoom mobile app and select the "Meet & Chat" icon located at the bottom of the screen.
2. Select "Join a Meeting," then enter Meeting ID: **443 963 3643 #** and your display name.
3. In the Join Options, select "Turn off my video" (you can turn video on after joining the meeting)
4. Select "Join" to enter the Zoom meeting

**To join by phone only** - *If you are unable to access a computer, please dial in using the below instructions.*

1. Dial (408) 638-0968 / iPhone one-tap +14086380968,,4439633643#
2. Enter Meeting ID: **443 963 3643 #**
3. Enter **#** to bypass Participant ID



STATE OF WASHINGTON  
— OFFICE OF GOVERNOR JAY INSLEE —

**PROCLAMATION BY THE GOVERNOR  
AMENDING PROCLAMATION 20-05, et seq.**

**21-14**

**COVID-19 VACCINATION REQUIREMENT**

**WHEREAS**, on February 29, 2020, I issued Proclamation 20-05, proclaiming a State of Emergency for all counties throughout Washington State as a result of the coronavirus disease 2019 (COVID-19) outbreak in the United States and confirmed person-to-person spread of COVID-19 in Washington State; and

**WHEREAS**, as a result of the continued worldwide spread of COVID-19, its significant progression in Washington State, and the high risk it poses to our most vulnerable populations and our health care system, I have subsequently issued several amendatory proclamations, exercising my emergency powers under RCW 43.06.220 by prohibiting certain activities and waiving and suspending specified laws and regulations, including issuance of Proclamations 20-25, et seq., which limit Washingtonians' ability to participate in certain activities unless certain conditions are met; and

**WHEREAS**, during early stages of the COVID-19 pandemic, health professionals and epidemiological modeling experts indicated that the spread of COVID-19, if left unchecked, threatened to overwhelm portions of Washington's public and private health-care system; and

**WHEREAS**, to protect some of our most vulnerable populations – persons in health care facilities, long-term care facilities (which includes nursing homes), and similar congregate care facilities – and to protect our health and congregate care systems themselves, I issued several proclamations imposing heightened protections on workers, residents and visitors in those facilities; and

**WHEREAS**, although COVID-19 continues as an ongoing and present threat in Washington State, the measures we have taken together as Washingtonians over the past 18 months, including the willingness of most Washingtonians to take advantage of the remarkable, life-saving vaccines being administered throughout the state, have made a difference and have altered the course of the pandemic in fundamental ways; and

**WHEREAS**, after months of improving COVID-19 epidemiological conditions in Washington State, the emergence of highly contagious COVID-19 variants, including the “delta variant” that is at least twice as transmissible as the virus that emerged in late 2019, coupled with the continued significant numbers of unvaccinated people, have caused COVID-19 cases and hospitalizations to rise sharply among unvaccinated populations and have resulted in breakthrough infections in some fully vaccinated individuals; and

**WHEREAS**, COVID-19 vaccines are effective in reducing infection and serious disease, widespread vaccination is the primary means we have as a state to protect everyone, including persons who cannot be vaccinated for medical reasons, youth who are not eligible to receive a vaccine, immunocompromised individuals, and vulnerable persons including persons in health care facilities, long-term care facilities and other congregate care facilities from COVID-19 infections; and

**WHEREAS**, widespread vaccination is also the primary means we have as a state to protect our health care system, to avoid the return of stringent public health measures, and to put the pandemic behind us; and

**WHEREAS**, COVID-19 vaccinations have been available in Washington State from December 2020 to the present, and since April 15, 2021, all Washingtonians over the age of 16 have been eligible to receive free COVID-19 vaccinations from a wide variety of providers at many locations; and

**WHEREAS**, as of August 4, 2021, nearly 4.4 million Washingtonians, about 70% of those eligible and 58% of the total population, had initiated their vaccine series, leaving 2.1 million eligible Washingtonians who were unvaccinated; and

**WHEREAS**, according to the CDC, as of August 1, 2021, approximately 67% of staff in Washington state nursing homes were fully vaccinated; and

**WHEREAS**, healthcare workers face COVID-19 exposures in a variety of healthcare settings, with those involving direct patient care likely at higher risk; and

**WHEREAS**, COVID-19 vaccines are safe and effective. COVID-19 vaccines were evaluated in clinical trials involving tens of thousands of participants and met the U.S. Food & Drug Administration’s rigorous scientific standards for safety, effectiveness, and manufacturing quality needed to support emergency use authorization; and, to date, more than 346 million doses of COVID-19 vaccines have been given in the United States with 8.2 million of those doses administered in Washington, and serious safety problems and long-term side effects are rare; and

**WHEREAS**, on July 6, 2021, the Office of Legal Counsel of the United State Department of Justice issued a legal opinion stating that federal and state governments were not prohibited by federal law

from imposing vaccination mandates, even when the only vaccines available are those authorized under U.S. Food and Drug Administration Emergency Use Authorizations; and

**WHEREAS**, on July 26, 2021, approximately 60 medical groups, including the American Medical Association, the American College of Physicians, the American Academy of Pediatrics, the American Academy of Family Physicians, the American Nurses Association, the American Academy of Physician Assistants, the Association of Professionals in Infection Control and Epidemiology, the American Public Health Association, the Infectious Diseases Society of America LeadingAge, the National Hispanic Medical Association, the National Medical Association, and the Society of Infectious Disease Pharmacists, issued a memorandum supporting mandatory, universal vaccination of all public and private health care and long-term care workers, noting that such a requirement is the “fulfillment of the ethical commitment of all health care workers to put patients as well as residents of long-term care facilities first and take all steps necessary to ensure their health and well-being”; and on August 2, 2021, the Washington State Society of Post-Acute and Long-Term Care Medicine submitted a letter in support of the above noted July 26, 2021 memorandum; and

**WHEREAS**, on July 15, 2021, the American College of Obstetricians and Gynecologists, together with the Society for Maternal-Fetal Medicine, posted a formal opinion stating that medical professionals have an ethical obligation to be vaccinated against COVID-19 to prevent the spread of harmful infectious diseases, and that women who are or may become pregnant should be vaccinated against COVID-19; and

**WHEREAS**, it is the duty of every employer to protect the health and safety of employees by establishing and maintaining a healthy and safe work environment and by requiring all employees to comply with health and safety measures; and

**WHEREAS**, state employees live in and provide services to the public in every county in our state, and many interact with the public on a regular basis, and they all interact with some portion of the community at large to varying degrees before and/or after state work hours; and

**WHEREAS**, to further our individual and collective duty to reduce the spread of COVID-19 in our communities, I am requiring all employees, on-site independent contractors, volunteers, goods and services providers, and appointees of designated state agencies to be fully vaccinated against COVID-19 on or before October 18, 2021; and

**WHEREAS**, the worldwide COVID-19 pandemic and its persistence in Washington State continue to threaten the life and health of our people as well as the economy of Washington State, and remain a public disaster affecting life, health, property or the public peace; and

**WHEREAS**, the Washington State Department of Health continues to maintain a Public Health Incident Management Team in coordination with the State Emergency Operations Center and other supporting state agencies to manage the public health aspects of the incident; and

**WHEREAS**, the Washington State Military Department Emergency Management Division, through the State Emergency Operations Center, continues coordinating resources across state government to support the Department of Health and local health officials in alleviating the impacts to people, property, and infrastructure, and continues coordinating with the state Department of Health in assessing the impacts and long-term effects of the incident on Washington State and its people; and

**NOW, THEREFORE**, I, Jay Inslee, Governor of the state of Washington, as a result of the above noted situation, and under Chapters 38.08, 38.52 and 43.06 RCW, do hereby proclaim and order that a State of Emergency continues to exist in all counties of Washington State, that Proclamation 20-05, as amended, remains in effect, and that, to help preserve and maintain life, health, property or the public peace pursuant to RCW 43.06.220(1)(h), and (3), I hereby prohibit, subject to the conditions, exceptions, and circumstances set forth below, the following activities:

1. Prohibitions. This order prohibits the following:

- a. Any Worker from engaging in work for a State Agency after October 18, 2021 if the Worker has not been fully vaccinated against COVID-19;
- b. Any State Agency from permitting any Worker to engage in work for the agency after October 18, 2021 if the Worker has not been fully vaccinated against COVID-19 and provided proof thereof to the agency;
- c. Any Health Care Provider from failing to be fully vaccinated against COVID-19 after October 18, 2021; and
- d. Any individual or entity that operates a Health Care Setting from permitting a Health Care Provider to engage in work for the individual or entity as an employee, contractor, or volunteer after October 18, 2021 if the Health Care Provider has not been fully vaccinated against COVID-19 and provided proof thereof to the individual or entity. Providers who do not work in a Health Care Setting must provide proof of vaccination to the operator of the facility in which the Provider works, if any, or, if requested, to a lawful authority. A lawful authority includes, but is not limited to, law enforcement, local health jurisdictions, and the state Department of Health.

2. Exemptions from Vaccine Requirement.

- a. Health Care Providers and Workers for State Agencies are not required to get vaccinated against COVID-19 if they are entitled under the Americans With Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964 (Title VII), the Washington Law Against Discrimination (WLAD), or any other applicable law to a disability-related reasonable accommodation or a sincerely held religious belief accommodation to the requirements of this order. Nothing herein precludes individuals or entities for which Health Care Providers work as employees, contractors, or volunteers and State Agencies from providing disability-related reasonable accommodations and religious accommodations to the requirements of this order as required by the laws noted above. As provided in the ADA, Title VII, and the WLAD, individuals or entities for which Health Care Providers work as

employees, contractors, or volunteers and State Agencies are not required to provide such accommodations if they would cause undue hardship.

- b. To the extent permitted by law, before providing a disability-related reasonable accommodation to the requirements of this order, individuals or entities for which Health Care Providers work as employees, contractors, or volunteers and State Agencies must obtain from the individual requesting the accommodation documentation from an appropriate health care or rehabilitation professional authorized to practice in the State of Washington stating that the individual has a disability that necessitates an accommodation and the probable duration of the need for the accommodation.
- c. To the extent permitted by law, before providing a sincerely held religious belief accommodation to the requirements of this Order, individuals or entities for which Health Care Providers work as employees, contractors, or volunteers and State Agencies must document that the request for an accommodation has been made and the document must include a statement regarding the way in which the requirements of this order conflict with the religious observance, practice, or belief of the individual.

3. Acceptable Proof of Full Vaccination Against COVID-19: Where required above, Workers for State Agencies and Health Care Providers must provide proof of full vaccination against COVID-19 by providing one of the following:

- a. CDC COVID-19 Vaccination Record Card or photo of the card;
- b. Documentation of vaccination from a health care provider or electronic health record; or
- c. State immunization information system record.

Personal attestation is not an acceptable form of verification of COVID-19 vaccination.

4. Public and Private Entities and Employers May Exceed These Requirements: Nothing in this order prohibits individuals or entities employing or using the services of Health Care Providers and State Agencies from implementing requirements that exceed the requirements of this Order.

5. Definitions.

a. "Worker":

- For purposes of this order, "worker" includes:
  - A person engaged to work as an employee, independent contractor, service provider, volunteer, or through any other formal or informal agreement to provide goods or services, whether compensated or uncompensated, but does not include a visitor or patron;
  - The director, secretary, or other executive officer of a State Agency;
  - A person appointed to serve on a board, commission, or similar body that is an executive cabinet agency listed at <https://www.governor.wa.gov/office-governor/office-executive-cabinet> or

a small cabinet agency listed at <https://www.governor.wa.gov/office-governor/office/small-cabinet>.

- The following exceptions apply to the definition of “worker”:
  - Independent contractors, and any of their workers, are exempt from this order unless any provision of the contract to provide goods or services requires work to be performed in person and on site, regardless of frequency, whether other workers are present, or any contingent nature of that requirement.
  - For any State Agency that is listed as an agency under the authority of a board, council, or commission at [https://ofm.wa.gov/sites/default/files/public/publications/2021\\_State\\_Org\\_Chart.pdf](https://ofm.wa.gov/sites/default/files/public/publications/2021_State_Org_Chart.pdf) and that is not also listed as an executive cabinet agency at <https://www.governor.wa.gov/office-governor/office/executive-cabinet> or a small cabinet agency at <https://www.governor.wa.gov/office-governor/office/small-cabinet>, only the State Agency’s compensated employees are “workers” subject to the requirements of this proclamation.

b. “Health Care Provider” includes:

- Individuals with credentials listed in the [Healthcare Professional Credentialing Requirements](#) list;
- Individuals who are permitted by law to provide health care services in a professional capacity without holding a credential;
- Long-term care workers unless specifically excluded in this order; and
- Workers in any Health Care Setting, as defined herein.

“Health Care Provider” does not include, for purposes of this order:

- Individual providers, as defined in RCW 74.39A.240;
- Providers of personal care in a person’s home, such as home care, home health or hospice care;
- Providers who are not actively practicing or providing services; and
- Providers who provide services only at one or more of the settings that are expressly excluded from the list of Health Care Settings under this order.

c. “Health Care Setting” is any public or private setting that is primarily used for the delivery of in-person health care services to people, except as specifically exempted below. If located at a facility that is primarily used for the delivery of health-care services, such as a hospital, then the entire facility is a Health Care Setting. If located at a facility that is primarily used for another purpose, such as a pharmacy within a grocery store, school nurse’s office, or vaccination clinic within a business establishment, the Health Care Setting includes only the areas that are primarily used for the delivery of health care and the areas regularly occupied by Health Care Providers and people seeking care, but not the other areas of the facility.



“Health Care Setting” includes, but is not limited to:

- Acute care facilities, including, but not limited to, hospitals;
- Long-term acute care facilities;
- Inpatient rehabilitation facilities;
- Inpatient behavioral health facilities, including, but not limited to, evaluation and treatment facilities, residential treatment facilities, secure detox facilities;
- Residential long-term care facilities, including, but not limited to, nursing homes, assisted living facilities, adult family homes, settings where certified community residential services and supports are provided, and enhanced services facilities;
- Mobile clinics or other vehicles where health care is delivered;
- Outpatient facilities, including, but not limited to, dialysis centers, physician offices, and behavioral health facilities (including offices of psychiatrists, mental health counselors, and substance use disorder professionals);
- Dental and dental specialty facilities;
- Pharmacies (not including the retail areas);
- Massage therapy offices (this includes designated areas where massage is administered within non-health care settings like spas and wellness/fitness centers);
- Chiropractic offices;
- Midwifery practices and stand-alone birth centers;
- Isolation and/or quarantine facilities;
- Ambulatory surgical facilities;
- Urgent care centers; and
- Hospice care centers.

“Health Care Setting” does not include:

- Settings where sports and spectator events or other gatherings are held (including when credentialed athletic trainers are providing care to players), other than areas primarily used for the delivery of health care services, such as designated first aid areas (which are Health Care Settings);
- Department of Children, Youth & Families (DCYF)-licensed foster homes that do not primarily provide health care services;
- Research facilities where no health care is delivered to people;
- Veterinary health care settings;
- Animal control agencies; and
- Non-profit humane societies.

d. “State Agency” includes:

- Every agency listed at <https://www.governor.wa.gov/office-governor/office/executive-cabinet>;
- Every agency listed at <https://www.governor.wa.gov/office-governor/office/small-cabinet>; and

- Every agency under the authority of a board, council, or commission listed at [https://ofm.wa.gov/sites/default/files/public/publications/2021\\_State\\_Org\\_Chart.pdf](https://ofm.wa.gov/sites/default/files/public/publications/2021_State_Org_Chart.pdf) except the State Board for Community and Technical Colleges and the governing boards of four-year institutions of higher education.
- e. “Fully Vaccinated against COVID-19”: A person is fully vaccinated against COVID-19 two weeks after they have received the second dose in a two-dose series of a COVID-19 vaccine authorized for emergency use, licensed, or otherwise approved by the FDA (e.g., Pfizer-BioNTech or Moderna) or two weeks after they have received a single-dose COVID-19 vaccine authorized for emergency use, licensed, or otherwise approved by the FDA (e.g., Johnson & Johnson (J&J)/Janssen).

**ADDITIONALLY**, the specific prohibitions in this Proclamation are severable and do not apply to the extent that compliance with a prohibition would violate (1) any U.S. or Washington constitutional provision; (2) federal statutes or regulations; (3) any conditions that apply to the state’s receipt of federal funding; (4) state statutes; or (5) applicable orders from any court of competent jurisdiction.

**ADDITIONALLY**, nothing in this Proclamation limits otherwise applicable requirements related to personal protective equipment, personnel training, and infection control policies and procedures.

I again direct that the plans and procedures of the *Washington State Comprehensive Emergency Management Plan* be implemented throughout state government. State agencies and departments are directed to continue utilizing state resources and doing everything reasonably possible to support implementation of the *Washington State Comprehensive Emergency Management Plan* and to assist affected political subdivisions in an effort to respond to and recover from the COVID-19 pandemic.

I continue to order into active state service the organized militia of Washington State to include the National Guard and the State Guard, or such part thereof as may be necessary in the opinion of The Adjutant General to address the circumstances described above, to perform such duties as directed by competent authority of the Washington State Military Department in addressing the outbreak. Additionally, I continue to direct the Department of Health, the Washington State Military Department Emergency Management Division, and other agencies to identify and provide appropriate personnel for conducting necessary and ongoing incident related assessments.

Violators of this order may be subject to criminal penalties pursuant to RCW 43.06.220(5). Further, if people fail to comply with the required facial coverings, social distancing and other protective measures while engaging in this phased reopening, I may be forced to reinstate the prohibitions established in earlier proclamations.

This order is effective immediately. Unless extended or amended, upon expiration or termination of this amendatory proclamation the provisions of Proclamation 20-25, et seq., will continue to be in





## FAQs for vaccine mandate for some state employees and certain private employers

### **Who does the Proclamation apply to?**

All Cabinet Agency worksites and employees and Health Care employees in private sector health care and in long term care settings including but not limited to nursing homes, adult family homes, assisted living, enhanced services facilities, RTFs, and other treatment facilities. This includes most contractors, volunteers and other positions that have any onsite presence in a workplace setting. The proclamation does not cover separately elected officials, boards and commissions or K-12 and higher education institutions, but those organizations are encouraged to adopt a similar approach.

### **What does the Proclamation do?**

The proclamation requires all state employees and most health and long-term care providers to be fully vaccinated with a recommended COVID-19 vaccine by October 18, 2021 as a condition of employment. Employers will need to verify vaccination status of all employees.

## **For state employees:**

### **With so many state employees working remotely, does the requirement only apply if/when they return to the office?**

No. The requirement applies to all state workers regardless of their work setting. All workers need to be prepared to come to a worksite at any time necessary to meet business needs.

### **Staff have been successful keeping infection rates low with safety precautions such as social distancing, hand washing, and mask wearing, why is this needed?**

Frontline workers in state service and across the private sector have continued working since the initial “Stay home, Stay Healthy” order. They, rightfully, are becoming weary of the day to day stress of high and dangerous caseloads. Significant efforts have been made to address workplace safety in the face of COVID, a new workplace hazard. Even with all of those safety efforts we did not curtail all outbreaks. The threat of COVID-19 is evolving as new more easily transmitted and aggressive variants become prevalent in our state. We now have the tool of vaccine, which is the single most effective resource to combat spread, prevent illness and death. The state of Washington has a duty to our employees to provide a safe work environment free of known hazards, and to reduce risk to the public we serve. This safety measure is equally important to fight the spread of COVID generally and statewide because it will help to protect the communities in which we live and interact before and after our state work hours. Private employers operate under the same workplace safety standards as the state.

### **When will this be in effect?**

The order is effective immediately, the deadline to become fully vaccinated will be October 18, 2021.

### **Is there any avenue to opt out of vaccination?**

Under the proclamation, employees must show proof of vaccination by October 18, 2021. State employees may work with their agency's human resources office if they need a reasonable accommodation for medical or religious reasons. Private sector employers may choose a different process.

### **What is the mechanism for proving vaccination?**

The Department of Labor and Industries (L&I) and the Department of Health (DOH) have published requirements and guidance that all employers must adhere to. State agencies already have protocols in place per the Healthy WA – Roadmap to Recovery Guide v11 to develop vaccination verification. Many are in the early stages of implementation while others have been doing this work for the entire COVID response period. Updates to the protocol will be made as needed to meet any new requirements. For state employees, proof of vaccination is required; attestation is not allowed. Except for self-attestation, private employers may choose a different process.

### **How will agencies safeguard my vaccination information?**

State agencies have protocol in place for safeguarding confidential information. Vaccination information will meet these requirements.

### **What if someone refuses to get vaccinated?**

All employees must be fully vaccinated by October 18, 2021 as a qualification of fitness for continued employment. Employees who refuse will be subject to non-disciplinary dismissal from employment for failing to meet the qualifications of the job. Those employees granted a reasonable accommodation for medical or religious reasons may not be subject to non-disciplinary dismissal. There may be continued or additional safety requirements for employees who are granted accommodations.

### **What if an employee is vaccinated but refuses to provide verification?**

State employees must provide proof of vaccination. Employees who refuse will be subject to non-disciplinary dismissal from employment for failing to meet the qualifications of the job.

### **Will employees have any recourse to losing employment?**

Any post dismissal dispute over a dismissal action would follow any applicable collective bargaining agreement, civil service rules, and/or agency policy and procedure.

### **On what legal grounds can this be imposed?**

In response to the emerging COVID-19 threat, the Governor declared a state of emergency on February 29, 2020, using his broad emergency authority under RCW 43.06. More specifically, under RCW 43.06.220, after a state of emergency has been declared, the Governor may suspend statutes and prohibit any activity that he believes should be prohibited to help preserve and maintain life, health, property or the public peace. Under an emergency such as this, the Governor's paramount duty is to focus on the health and safety of our communities. In addition, the Governor is also a large employer and needs to meet the obligation to provide a safe workplace for government employees. This Proclamation answers both of those obligations.

### **How will the state be engaging with labor on this issue?**

We understand that there will be many questions about the processes that agencies, and other employers, will use to implement this direction. Employers value their relationships with labor organizations and will discuss the impacts of this directive as requested.

### **What stakeholders were consulted in arriving at this decision?**

The state engaged with labor organizations, local governments, and private healthcare, and received communications from various associations representing segments of private healthcare settings. These engagements revealed differing viewpoints and perspectives. Many organizations expressed an interest in implementation of a “vaccination or test” approach. Many other settings have taken this approach. We considered this feedback in great depth and deemed that approach infeasible in state government and across our health systems. The state and some private entities have used a “vaccination or test” system in various congregate care settings and many recognized it to have not stopped the threat to our communities and places of work, as outbreaks have persisted. The cost and administrative process to sustain, or expand, this model long-term is significant. Ultimately, the state made the tough decision to proceed with a mandate for the healthcare workforce and the state employee workforce.

### **Given the spread of the Delta variant, what other steps is the state taking to protect the workforce and the community?**

The state continues to assess what measures need to be in place in state agencies and community settings. L&I and DOH are engaged daily on disease data analytics, health requirements, and workplace safety requirements to determine what is working well and what is not. The current variant is very rapidly spreading amongst unvaccinated populations that were previously a lesser target for the virus.

Younger unvaccinated people are getting sicker faster and more often. Grounded in the Healthy WA – Roadmap to Recovery Guide for state agencies, monthly updates are provided to state Cabinet agencies to meet CDC, DOH, and L&I requirements and to determine agency implementation directions. We take into consideration business, customer, and employee impacts as we develop our implementation strategies to keep people healthy and safe in our worksites. This includes planning for return to work that emphasizes a new hybrid model of service delivery.

We continue to update masking and physical distancing requirements in a way that best protects our employees and the people we serve. We have increased options for customers to get services online or remotely to decrease the need for in person contact and travel. We have also prioritized closing business gaps where in person services are needed as we pay attention to equity in our approach to customer access.

### **Will the state provide additional guidance regarding this directive?**

The state will establish additional resources as needed to help employees and employers move into compliance with this directive.

# COVID-19 Vaccination Requirement (Proclamation 21-14) for health care providers, workers and settings

Link to proclamation: [21-14 - COVID-19 Vax Washington](#)

## General Proclamation Questions

### **What does Proclamation 21-14 do?**

Proclamation 21-14, issued by Gov. Jay Inslee on August 9, 2021, requires health care providers, which is defined broadly to include not only licensed health care providers but also all employees, contractors, volunteers, and providers of goods and services who work in a health care setting, to be fully vaccinated against COVID-19 by October 18, 2021. It also requires operators of health care settings to verify the vaccination status of

- a) Every employee, volunteer, and contractor who works in the health care setting, whether or not they are licensed or providing health care services, and
- b) Every employee, volunteer, and contractor who provides health care services for the health care setting operator.

### **On what legal grounds can this be imposed?**

In response to the emerging COVID-19 threat, Inslee declared a state of emergency on February 29, 2020, using his broad emergency authority under chapter 43.06 RCW. More specifically, under RCW 43.06.220, after a state of emergency has been declared, the governor may prohibit any activity that they believe should be prohibited to help preserve and maintain life, health, property or the public peace. Under an emergency such as this, the governor's paramount duty is to protect the health and safety of our communities.

### **Staff have been successful in keeping infection rates low with safety precautions such as social distancing, hand washing, and mask wearing; why is this needed?**

While those practices are important, vaccines are the strongest tool in our toolbox to fight COVID-19. Frontline workers across the private sector have continued working since the initial "Stay home, Stay Healthy" order. They, rightfully, are becoming weary of the day-to-day stress of high and dangerous caseloads. Significant efforts have been made to address workplace safety in the face of COVID-19, a new workplace hazard. Even with all of those safety efforts,

we did not curtail all outbreaks. The threat of COVID-19 is evolving as new more easily transmitted and aggressive variants become prevalent in our state. We now have the tool of COVID-19 vaccines, which is the single most effective resource to combat spread and prevent illness and death.

### **When will this be in effect?**

The order was effective as of August 9. The deadline to become fully vaccinated is October 18, 2021. In order to be considered fully vaccinated by October 18, you must receive your *second* dose of Pfizer-BioNTech or Moderna COVID-19 vaccine or your single dose of Johnson & Johnson (Janssen) COVID-19 vaccine on or before October 4, 2021. If you do not get your second dose by that date and provide proof to the operator of health care setting where you work, then you are not permitted to work there, unless your employer has allowed you to opt out of the requirement.

### **Whom does the proclamation apply to?**

The proclamation requires “Health Care Providers” to get vaccinated. This term is defined broadly to include more than just licensed health care providers. It includes:

- Individuals holding a license, certification or registration from the Washington State Department of Health, listed [here](#), who are actively practicing or providing services to people
- Individuals who are permitted by law to provide health care services in a professional capacity without holding a credential from the Department of Health and are actively providing services to people
- Long-term care workers, with limited exceptions described below
- Onsite workers in any health care setting, regardless of whether they are licensed or providing health care services (for example administrative support staff who work in person in a clinic or cleaning service workers). Onsite workers include employees, independent contractors, volunteers, and providers of goods and services engaged in work in a health care setting.

### **Whom does the proclamation not apply to?**

- Health Care Providers/Workers working only in the following settings are not required to be vaccinated under the proclamation:
  - Settings where sports and spectator events or other gatherings are held (including when credentialed athletic trainers are providing care to players), excluding areas primarily used for the delivery of health care services, such as designated first aid areas (which are Health Care Settings)
  - Department of Children, Youth & Families (DCYF)-licensed foster homes that do not primarily provide health care services
  - Research facilities where no health care is delivered to people
  - Veterinary health care settings
  - Animal control agencies
  - Non-profit humane societies



- Health care providers who are not actively practicing or providing services are not required to be vaccinated under the proclamation.
- Additionally, the proclamation does not apply to the categories of individuals who provide personal care services in a client's or patient's home. Personal care services are defined as physical or verbal assistance with activities of daily living and instrumental activities of daily living provided because of a person's functional disability ([RCW 74.39A.009\(24\)](#)).
  - Individuals with a Department of Health credential who only provide assistance with activities of daily living in a client or patient's home as part of a home care, home health or hospice agency, or as a Department of Social and Health Services individual provider, are not required to be vaccinated under the proclamation. For example, a family member working under contract as an individual provider providing personal care services to another family member is not required to be vaccinated.
  - Credentialed individuals working for home care, home health and hospice agencies who provide services beyond personal care are considered health care providers and must show their employer proof of vaccination.

### **How is health care setting defined?**

For the purposes of the proclamation, a health care setting is any public or private place that is primarily used for the delivery of in-person health care services to people, unless specifically exempted by the proclamation.

If the location is primarily used for the delivery of health care services, such as a hospital, then the entire facility is a health care setting.

Other businesses and facilities may have a section of their location that is considered a health care setting, such as a pharmacy within a grocery store, school nurse's office, massage treatment area within a spa, or vaccination clinic within a business establishment. In this situation, the health care setting includes only the areas that are primarily used for the delivery of health care and the areas regularly occupied by health care providers and people seeking care. Other areas of the facility are not considered health care settings.

Health care settings include, but are not limited to:

- Acute care facilities, including, but not limited to, hospitals
- Long-term acute care facilities
- Inpatient rehabilitation facilities
- Inpatient behavioral health facilities, including, but not limited to, evaluation and treatment facilities, residential treatment facilities, secure detox facilities
- Residential long-term care facilities, including, but not limited to, nursing homes, assisted living facilities, adult family homes, settings where certified community residential services and supports are provided, and enhanced services facilities
- Mobile clinics or other vehicles where health care is delivered, such as ground and air ambulances
- Outpatient facilities, including, but not limited to, dialysis centers, physician offices, behavioral health facilities, behavioral health agencies and private/group practice

behavioral health settings (including offices of psychiatrists, mental health counselors, and substance use disorder professionals)

- Dental and dental specialty facilities
- Pharmacies (not including the retail areas)
- Massage therapy offices (this includes designated areas where massage is administered within non-health care settings like spas and wellness/fitness centers)
- Chiropractic offices
- Midwifery practices and stand-alone birth centers
- Isolation and/or quarantine facilities
- Ambulatory surgical facilities
- Urgent care centers
- Hospice care centers

### **Is a school classroom where occupational therapy or physical therapy services are provided a health care setting?**

No because the classroom is not primarily used for the delivery of in-person health care. However, assuming there is an area in the school that is primarily used for delivering health care services, such as a nurse's office or school-based health center, the school is required to verify the vaccination status of the licensed occupational and physical therapists who work for the school as employees, volunteers, or contractors.

### **Is a school nurse's office a health care setting?**

Yes because it is primarily used for the delivery of health care. Accordingly, the school is required to verify the vaccination status of every employee, volunteer, or contractor who works in the nurse's office, even the workers who are not licensed or providing health care services.

### **Is a local health jurisdiction/department a health care setting?**

All licensed health care providers or people authorized to provide health care without a credential who work for these entities must meet the requirement regardless of whether they work in a health care setting operated by the local health jurisdiction. Other staff would need to be vaccinated if they are working in a location that is operated by the local health jurisdiction primarily for health care delivery, and therefore, would be considered a health care setting under the proclamation.

### **Does the proclamation apply to tribal health care settings ?**

No. The proclamation extends to Washington-licensed health care providers wherever they practice since it's a state-issued credential. But the obligation for a health care setting operator to verify the vaccination status of Health Care Providers engaged in work for them doesn't apply to tribal health care settings.

### **Does this apply to licensed health care providers who only provide telehealth services?**

Yes. All individuals who hold a health care profession credential on this [list](#) and are actively practicing or providing services to people are subject to the vaccination requirement regardless of where they work.

## Health Care Providers/Workers FAQs

### Proof of Vaccination Status:

#### **What documentation do I need to provide to prove my vaccination status?**

If you work in a health care setting, you must provide proof of full vaccination against COVID-19 to the operator of that health care setting. [Acceptable proof](#) includes one of the following:

- CDC COVID-19 Vaccination Record Card or photo of the card
- Documentation of vaccination from a health care provider or electronic health record
- State Immunization Information System record
- WA State Certificate of COVID-19 Vaccination from [MyIRmobile.com](https://myirmobile.com)

Personal attestation is not an acceptable form of verification.

#### **Can I attest to being vaccinated in lieu of showing proof?**

No. Personal attestation is not an acceptable form of verification of COVID-19 vaccination.

#### **Is there any way to opt out of vaccination?**

If you are entitled under applicable law to a disability-related reasonable accommodation or sincerely held religious belief accommodation, then you are exempt from the proclamation. If you are not entitled to an accommodation, then there is no way for a Health Care Provider to opt out of the vaccination requirement in the proclamation.

#### **I am a self-employed health care provider. How do I show I have complied with this requirement?**

If you perform work in a health care setting, you are required to provide proof of your vaccination to the operator of that setting to continue working there after October 18, 2021. If you operate the health care setting in which you work or do not perform work for the operator of a health care setting, you must maintain your own proof and have it available should a lawful authority request it.

#### **What lawful authorities may request proof of vaccination?**

Lawful authorities include, but are not limited to, law enforcement, local health jurisdictions, the Washington State Department of Health, the Washington State Department of Labor & Industries, and, for long-term care settings, the Washington State Department of Social and Health Services.

## **I have had COVID-19 and believe I have natural immunity. Do I still have to be fully vaccinated?**

Yes. The proclamation does not provide an exemption for individuals who have previously been infected with COVID-19. Experts do not yet know how long you are protected from getting sick again after recovering from COVID-19 and recommend getting vaccinated regardless of whether you already had COVID-19. People are able to get sick with COVID-19 again after they've already had it. Studies have shown that vaccination provides a strong boost in protection in people who have recovered from COVID-19.

## **Vaccination Status and Work**

### **If I start work in a health care setting after October 18, 2021, will I need to be fully vaccinated before I can start work?**

Yes. After October 18, 2021, an operator of a health care facility cannot allow a health care provider to start working for them as an employee, volunteer, or contractor unless they're fully vaccinated against COVID-19.

### **What happens if I can't get the vaccine because I was infected with COVID-19 just prior to starting work?**

If you are unable to comply with the requirement to be fully vaccinated by October 18 because (a) you were infected with COVID-19 in the weeks immediately preceding the deadline or (b) you had an adverse reaction to the first dose of the vaccine, talk the operator of the health care setting where you are working about their reasonable accommodation process.

### **What happens if I choose not to be vaccinated and have not received an accommodation?**

After October 18, 2021, if you are covered by this proclamation and you have not provided the operator of the health care setting where you work with acceptable proof of full vaccination against COVID-19 or been approved for an accommodation, then the health care setting operator can no longer legally allow you to perform work for them. Failure to comply with the proclamation is a gross misdemeanor subject to the jurisdiction of law enforcement agencies. Violations may also result in civil enforcement action.

### **Will the Department of Health verify I am vaccinated when I renew my health care credential?**

No. The operator of any health care setting where you work as an employee, volunteer, or contractor is responsible for verifying your vaccination status.

### **Will my credential be suspended or revoked if I do not receive the vaccine?**

The Department of Health, along with the boards and commissions that regulate health care providers, will follow their normal complaint and investigation processes regarding legal requirements for credential holders. Depending on the circumstances, this could include taking action against a provider's credential following a complaint.

**I have a credential from the Department of Health but I'm not currently working as a health care provider. Am I required to receive the vaccine?**

No. If you are not currently providing services or practicing you are excluded from the vaccine requirement.

**Does this Proclamation Apply to Me?**

**I am a health care provider or other worker in a publicly funded health care setting. Am I required to be vaccinated?**

Yes. The proclamation applies to all health care providers and workers in health care settings, regardless of public or private ownership.

**I am a Washington-licensed health care provider working in a tribal health care setting. Am I required to be vaccinated?**

Yes.

**I am a Washington-licensed health care provider working in a federal health care setting. Am I required to be vaccinated?**

Yes.

**I am a health care provider that works in a non-health care setting. Am I required to be vaccinated?**

If you hold a health care profession credential on this [list](#), are authorized to practice in a professional capacity without a credential, or are a long-term care worker, and you are actively practicing or providing services to people, you are subject to the vaccination requirement regardless of where you work.

**I provide home care, home health, or hospice care services; does this apply to me? What if I work in clients' or patients' homes?**

It depends. The proclamation does not apply to the categories of individuals who provide only personal care services in a client or patient's home. The definition of personal care services is available at [RCW 74.39A.009\(24\)](#).

Individuals with a Department of Health credential who only provide assistance with activities of daily living in a client or patient's home as part of a home care, home health or hospice agency, or as a Department of Social and Health Services individual provider, are not required to be vaccinated under the proclamation. For example, a family member working under contract as an individual provider providing personal care services to another family member is not required to be vaccinated.

Credentialed individuals working for home health and hospice agencies who provide services beyond personal care are considered health care providers and must demonstrate proof of vaccination. And home care aides working in health care settings outside clients' or patients' home must meet the requirement.

### **I am a student in a health profession training program; does this requirement apply to me?**

Yes. If you are training in a health care setting or hold a credential from the Department of Health in a type of profession listed [here](#), you must be vaccinated.

### **I am a physical therapist or occupational therapist working in a classroom; does this requirement apply to me?**

Yes, if you are a licensed health care provider who is actively practicing or providing services, you must be vaccinated.

### **I work in a nurse's office in a school, does this requirement apply to me?**

Yes. A school nurse's office is a health care setting as defined in the proclamation, so every person who works in that office must be vaccinated. This applies to licensed health care providers and any employee, volunteer, or contractor who works in the nurse's office, even if they don't provide health care services themselves.

## **Health Care Setting Operator FAQs**

### **Verification of Vaccination Status**

#### **As a health care setting operator, what groups of people am I required to verify the vaccination status of?**

An operator of a health care setting must verify the vaccination status of:

- Every employee, volunteer, or contractor who works in the health care setting, whether or not the person is licensed or provides health or long-term care services, and
- Every employee, volunteer, or contractor who provides health or long-term care services for the health care setting operator, whether in a health care setting or not

Vaccination verification is not required for visitors, patrons, clients or patients.

#### **Do I only have to verify the vaccination status of the licensed health care providers who work for me?**

No, you must verify the vaccination status of every employee, volunteer, and contractor who engages in work in your health care setting, regardless of whether the particular individual is licensed or provides health care services. You must also verify the vaccination status of every employee, volunteer, and contractor who works for you providing health or long-term care services, whether they provide those services in your health care setting or elsewhere. The proclamation uses the term "Health Care Provider," but it is broadly defined to include more than licensed health care providers.

## **What documentation do my employees, volunteers, and contractors need to provide to prove their vaccination status?**

[Acceptable proof of full vaccination](#) against COVID-19 includes one of the following:

- CDC COVID-19 Vaccination Record Card or photo of the card
- Documentation of vaccination from a health care provider or electronic health record
- State Immunization Information System record
- WA State Certificate of COVID-19 Vaccination from [MyIRmobile.com](https://myirmobile.com)

Personal attestation is not an acceptable form of verification.

Valid CDC vaccination cards and WA State Certificates of COVID-19 Vaccination should include all the following information: product name, date of dose(s), vaccine lot number, patient's date of birth, the clinic/location or medical provider's name, and possibly an IIS reference number.

[DOH has guidance for how to verify CDC vaccination cards and other types of proof of vaccination available online.](#)

[DOH has resources about vaccine verification and proof of vaccine in multiple languages available online.](#)

## **Is frequent testing an alternative to vaccination for a Health Care Provider who works for me as an employee, volunteer, or contractor?**

No. If an individual does not qualify for an accommodation, they must get vaccinated. Testing is not an allowed alternative.

If an individual qualifies for an accommodation, they are exempt from the requirement to get vaccinated. Testing may be an option for an operator of a health care setting to consider for individuals entitled to accommodations.

## **I have employees, volunteers, and contractors requesting exemptions. Under what circumstances may I grant those?**

The proclamation permits health care setting operators to provide disability-related reasonable accommodations and sincerely held religious belief accommodations to the requirements of the proclamation as required by the Americans With Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964 (Title VII), the Washington Law Against Discrimination (WLAD), and any other applicable law. Employers may follow their pre-existing accommodation processes, provided they comply with applicable law. "Disability" is defined in the laws noted above and includes certain medical conditions and other sensory, mental, and physical impairments.

For example, the CDC recommends delaying or avoiding COVID-19 vaccination due to certain [clinical considerations](#), such as ongoing recovery from COVID-19 infection or a prior severe allergic reaction after a previous dose or to a component of a COVID-19 vaccine. Those clinical considerations may be disabilities justifying an accommodation.

## **What documentation must I obtain when an employee, volunteer, or contractor requests a disability-related reasonable accommodation to the vaccine requirement?**

The proclamation requires that, to the extent permitted by law, before providing a disability-related reasonable accommodation, a health care setting operator obtain from the individual requesting the accommodation documentation from an appropriate health care or rehabilitation professional authorized to practice in the state of Washington stating that the individual has a disability that necessitates an accommodation and the probable length of time that the accommodation will be needed.

**Who is considered an appropriate health care professional for the purposes of requesting a disability-related reasonable accommodation?**

The appropriate professional in any particular situation will depend on the disability and the type of functional limitation it imposes.

## Health Care System Operator Responsibilities & Documentation

**What documentation must I maintain when an employee, volunteer, or contractor requests a religious accommodation to the vaccine requirement?**

The proclamation requires that, to the extent permitted by law, before providing a sincerely held religious belief accommodation, the health care setting operator document that the request was made. This document must include a statement regarding the way in which the requirements of this order conflict with the religious observance, practice, or belief of the individual. The statement may be provided in writing by the requestor or documented by the operator based on information provided by the requestor, in compliance with applicable law.

**If an employee, volunteer, or contractor refuses to provide proof of vaccination, do I need to terminate their employment?**

Under the proclamation, after October 18, 2021, you are prohibited from permitting a Health Care Provider to engage in work for you as an employee, volunteer, or contractor if the individual has not been fully vaccinated against COVID-19 and provided proof of vaccination to you or been approved for a medical or religious accommodation.

**Are visitors, patients or family members required to be vaccinated?**

Only if the visitor, patient, family member is a Health Care Provider who falls under the proclamation. Operators of health care settings are not required to verify the vaccination status of a visitor, patient, or family member unless the individual also happens to be a Health Care Provider working for the operator as an employee, volunteer, or contractor. Health care setting operators can set their own vaccination policies for visitors and patients.

## Other Considerations for Health Care Setting Operators:

**What do I do if individuals who are not my employees do not provide proof of vaccination?**

A health care setting operator is prohibited from allowing an employee, volunteer, or contractor from engaging in work for them after October 18, 2021 if the individual has not been



fully vaccinated against COVID-19 and provided proof thereof to the operator, unless the individual is exempt.

### **What happens if an employee, volunteer, or contractor submits a CDC card that later is found to be false?**

If documentation submitted by a Health Care Provider is later found to be false, the operator of the health care setting must stop permitting the individual to perform work. The employer may address this further based on their policies and any applicable collective bargaining agreements. [This guide teaches you how to verify COVID-19 vaccination record cards.](#)

### **Do private employers have to bargain with their unions since this is a government requirement?**

Affected employers with workers represented by a union are to address the impacts of this proclamation in accordance with the provisions of any collective bargaining agreement between the parties.

### **Will employees who quit or are terminated related to vaccine status be eligible for unemployment benefits?**

When an employee's separation is the result of failure to comply with an employer's requirement to become vaccinated, the Washington State Employment Security Department (ESD) will examine a number of factors. These factors may include when the employer adopted the requirement, whether the employee is otherwise eligible for benefits, the specific terms of the vaccine policy including allowable exemptions, and the reason why the employee did not comply with the vaccine requirement.

For example, when the employer offered religious or medical accommodations, but the employee does not qualify for an accommodation and does not comply with the vaccine requirement, a claim would likely be denied. However, some individuals may still qualify based on their own unique circumstances. ESD will evaluate each case on its own merit.

### **Will the state suspend a provider's credential if they do not get vaccinated?**

The Department of Health, along with the professional Boards and Commissions, will follow their normal complaint and investigation processes regarding legal requirements for credential holders. Depending on the circumstances, this could include taking action against a provider's credential.

### **What happens if I don't follow the requirements of the proclamation as the operator of a health care setting?**

The proclamation has the force and effect of law and willful violation of it is a gross misdemeanor. The Department of Health, along with the boards and commissions that regulate health care providers, will follow their normal complaint and investigation processes regarding legal requirements for credential holders. Depending on the circumstances, this could include taking action against a facility's license or provider's credential if they are in violation of the

proclamation. Employers may also be subject to action from other state agencies with jurisdiction over worker safety.

**What liability protections are there for health care setting operators who are implementing this proclamation?**

Health care setting operators should consult with their legal counsel about any questions they have regarding liability and any potential liability protections.

**Does this proclamation require other vaccinations, such as for flu?**

No.

# COVID-19 Vaccination

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**CATEGORY:** Operations  
**NUMBER:** Ops-12.1  
**EFFECTIVE:** September 2021  
**REVISED:** N/A

## REFERENCE

Proclamation by the Governor 21-14: COVID-19 Vaccination Requirement  
Legal Opinions Provided by Attorney Brian Snure; August 10 and 12, 2021

## SCOPE

All Authority Health Care Providers.

## PURPOSE

In accordance with Washington State Proclamation 21-14 issued by the Governor of the State of Washington, signed and sealed with the official seal of the state of Washington on August 9, 2021, the Authority is prohibited from permitting a Health Care Provider to engage in work for the Authority as an employee, contractor or volunteer after October 18, 2021, if the Health Care Provider has not been fully vaccinated against COVID-19 and provided proof thereof. In addition, Proclamation 21-14 prohibits Authority wildland firefighters from participating in firefighting activities that arise from a Washington State mobilization or Washington State Department of Natural Resources request for fire suppression support, if they are not fully vaccinated against COVID-19 by October 18, 2021. The purpose of this policy is to establish the procedures the Authority will follow to comply with the legal requirements of Proclamation 21-14.

## DEFINITIONS

1. **COVID-19.** Coronavirus disease 2019, caused by the virus known as severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).
2. **Health Care Provider.**
  - 2.1. Authority employees or volunteers with credentials issued by the Washington State Department of Health including EMR, EMT, AEMT and Paramedics.
  - 2.2. Authority employees or volunteers who are permitted by law to provide health care services in a professional capacity without holding a credential.
  - 2.3. Authority employees or volunteers working in any Health Care Setting.
3. **Health Care Setting.** Any public or private setting that is primarily used for the delivery of in-person health care services to people, including but not limited to mobile clinics or other vehicles where health care is delivered, except as specifically exempted in Proclamation 21-14.

4. **Fully Vaccinated Against COVID-19.** A person is fully vaccinated against COVID-19 two (2) weeks after receiving the second dose in a two (2)-dose series COVID-19 vaccine (Pfizer-BioNTech or Moderna) authorized for emergency use, licensed or otherwise approved by the Food and Drug Administration (FDA) or two (2) weeks after receiving a single-dose COVID-19 vaccine (Johnson & Johnson (J&J)/Janssen) authorized for emergency use, licensed or otherwise approved by the FDA.

## **POLICY**

All Authority Health Care Providers, volunteer and career, are required to be fully vaccinated against COVID-19 and provide proof of full vaccination to the Authority no later than October 18, 2021. Because an individual is considered fully vaccinated against COVID-19 two (2) weeks after receiving the second dose in a two (2)-dose series COVID-19 vaccine or two (2) weeks after receiving a single-dose COVID-19 vaccine, the final dose must be administered no later than October 4, 2021.

Vaccinations are not required for employees and volunteers who are not Health Care Providers (see Definitions above), including Administrative and Executive Assistants and the Board of Commissioners, except when contracted by the Washington State Patrol (WSP) or Department of Natural Resources (DNR) for wildfire suppression services.

## **PROCEDURE**

1. **Acceptable Proof of Full Vaccination Against COVID-19.** Personal attestation is not an acceptable form of verification of COVID-19 vaccination. Authority Health Care Providers, volunteer and career, must provide proof of full vaccination against COVID-19 by supplying the Authority's Executive Assistant of Finance, Human Resources and Records with one of the following:
  - 1.1. Centers for Disease Control (CDC) COVID-19 Vaccination Record Card or photo of the card;
  - 1.2. Documentation of vaccination from a health care provider or electronic health record; or
  - 1.3. State immunization information system record.
2. **New Authority Health Care Providers.** Any Health Care Provider, career or volunteer, joining the Fire Authority after October 4, 2021, shall be required to provide proof of full vaccination against COVID-19 to the Authority before he/she will be eligible to provide health care services.
3. **Exemptions from Vaccine Requirement.**
  - 2.1. An individual is not required to get vaccinated against COVID-19 if he/she is entitled under the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964 (Title VII), the Washington Law Against Discrimination (WLAD) or any other applicable law to a disability-related reasonable accommodation.
    - 2.1.1. The individual requesting the exemption must provide the Authority with

documentation from an appropriate health care or rehabilitation professional authorized to practice in the state of Washington stating that the individual has a disability that necessitates an accommodation and the probable duration of the need for the accommodation.

2.2. An individual is not required to get vaccinated against COVID-19 if he/she is entitled to a sincerely held religious belief accommodation.

2.2.1. The individual requesting the exemption must provide the Authority with a statement regarding the way in which the requirements of Proclamation 21-14 conflict with the religious observance, practice, or belief of the individual.

2.2.2. The Authority must document that the request for an accommodation has been made and include the statement provided by the individual.

3. **Violations.** Infractions of this policy are subject to discipline using standard progressive disciplinary measures up to and including termination. Additionally, failure to comply with the requirements of Proclamation 21-14 may result in criminal penalties pursuant to RCW 43.06.220(5).

*This policy is subject to change as new recommendations and guidelines become available.*