

COVID-19 VACCINE UPDATE

What you need to know.

GENERAL

What is the new policy?

Beginning Monday, August 23, Jackson employees, physicians, students, and on-site vendors are required to be vaccinated against COVID-19. Those who have not received at least one dose of the vaccine by August 23 and uploaded the required documentation (if vaccinated outside of Jackson) into the Daily CARE Check-In app, will be required to follow these guidelines:

- An N95 respirator mask must be worn at all times inside of all Jackson facilities, including clinical buildings and non-clinical areas, such as Jackson Medical Towers and the Park Plaza West garage on the Jackson Memorial campus. This mandate will continue throughout all **risk levels** until the end of the pandemic period. Fit-tested N95s will be provided by Jackson.
- In order to avoid the risk of spreading this highly contagious virus when eating or drinking - and potentially passing it on to our patients - unvaccinated employees and physicians will not be allowed to eat or drink inside any Jackson facilities, including cafeterias, dining rooms, and coffee shops. All meals and snacks must be eaten outside of a Jackson facility.
- Unvaccinated employees and physicians will not be allowed to remove their N95 mask in any area, including employee and physician break rooms/lounges.
- During all **risk levels**, unvaccinated employees and physicians will be restricted from attending in-person meetings, other than staff huddles on patient units. All other meetings must be attended virtually via Zoom.
- A mandatory virtual educational course will be required for all Jackson employees and Jackson-employed physicians, including residents and fellows. An attestation of completion of the course will be required.

How long will this new policy be in effect?

Employees and physicians who choose to be unvaccinated must comply with this new policy regarding required N95 masking at all times, as well as restricted access to in-person meetings, throughout all **risk levels** until the end of the pandemic.

Are there any medical or religious exemptions to this new policy?

No. Any employee or physician who chooses to be unvaccinated will be required to wear an N95 inside of any Jackson facility at all times. An attestation will be included in the education module required by all unvaccinated employees and Jackson-employed physicians. This attestation will provide a place to document any medical or religious reason for not taking the vaccine, although we are not requiring a signature from a physician or religious leader at this time.

How does this policy affect unvaccinated employees who are working remotely full-time or working in a hybrid model?

If you are an unvaccinated employee, any time you are on a Jackson campus or visiting a Jackson facility in your professional capacity, this policy applies to you.

How does this policy impact vaccinated employees?

Eligible employees who are fully vaccinated by September 30 will receive the one-time recognition payment of \$150. Vaccinated employees will not be impacted by the N95 masking policies outlined for unvaccinated employees and physicians; however, vaccinated employees and physicians are still required to follow Jackson's guidelines and safety protocols, designated by the current COVID **risk level**.

How will this apply to credentialed, non-employed physicians?

All physicians, including residents, employed physicians, University of Miami faculty, and community doctors, will also be required to adhere to this policy. For those who are unvaccinated, they must follow all of the guidelines set in this policy until they upload proof of vaccination documentation into the Daily CARE Check-In, which all physicians can access with their Jackson badge number.

How does this apply to students and vendors?

All students and on-site vendors are required to be vaccinated to enter any Jackson facility. There are no exceptions. The N95 masking criteria does not apply to these groups. All of our education partners have been notified of our policies and have signed attestations that their students will follow these guidelines.

Why is this being put in place prior to the vaccine's approval by the FDA?

Throughout the clinical trials and administration under emergency use authorization (EUA), the vaccines have proven to be extremely effective and safe. Across the U.S., there is high confidence that it is only a matter of time before the FDA grants full approval. To date, more than 166 million Americans – accounting for more than half of the U.S. population – are fully vaccinated against COVID-19 and the number increases each day. The currently authorized vaccines – Pfizer, Moderna, and Johnson & Johnson – have very similar safety profiles to other required vaccines, and are as or more effective than other required vaccines.

As we see from some patients in our hospitals, people can get COVID-19 even when vaccinated. Why should we be required to be vaccinated if it does not provide full immunity?

The COVID-19 vaccines are some of the most effective vaccines that we have for any infection and they have been proven to provide substantial protection against the virus and severe illness. As with any vaccine, there will be some breakthrough cases, most often mild illness, but the COVID-19 vaccines have continued to reduce the risk of infection by more than 90 percent in wide use. The overwhelming majority of people hospitalized with COVID-19 at Jackson and in hospitals throughout the nation are unvaccinated.

I have already had COVID-19. Why do I need to be vaccinated?

Vaccines are recommended even for people who previously had COVID-19. While those who have had the virus have some protection from becoming reinfected and transmitting to others, it is unclear if natural immunity is as robust or long-lived as that generated by vaccines. There is substantial evidence the vaccines provide additional protection for people who have already had the virus. The added response generated by your immune system to the vaccines strengthens the response from the infection and makes it last longer as well. The recommendation is that everyone who has had COVID and is eligible for the vaccines should get one. If you have any questions, you should speak to your physician who knows your medical history.

Are the COVID-19 vaccines safe during pregnancy?

While limited data is available about the safety of the COVID-19 vaccine in pregnancy, they are unlikely to pose a risk to people who are pregnant or the developing fetus based on how the vaccines work. Pregnant people were not included in the original clinical trials, but are included in new trials to help answer this question. As of mid-June, more than 120,000 pregnant people have received a COVID-19 vaccine and no serious safety concerns have yet been identified. Pregnant people are at increased risk for severe illness if they are infected with COVID-19; receiving a COVID-19 vaccine can help reduce that risk. The mRNA vaccines (Pfizer and Moderna) have been shown to produce a strong immune response in pregnant people and the antibodies that are generated have been found in umbilical cord blood, suggesting it is possible they may protect the newborn as well, though this has yet to be confirmed. The CDC suggests that pregnant people facing this decision should consider their risk of exposure to COVID-19, the risks of severe illness, the known benefits of vaccination, and the available information about safety of vaccination during pregnancy. If you have any questions, you should speak to your OB/Gyn or primary care physician.

What is known about the impact of COVID-19 vaccines on future fertility?

Unfounded claims linking COVID-19 vaccines to infertility have been scientifically disproven. Based on the CDC, there is no evidence that any of the available COVID-19 vaccines cause infertility or reduce your natural fertility for females or males. According to the American Society of Reproductive Medicine, COVID-19 vaccination is recommended for people who are contemplating pregnancy or who are pregnant to minimize risks to themselves and their pregnancy. If you have any questions, you should speak to your OB/Gyn or primary care physician.

MASKS

Does Jackson have enough supply of N95s for unvaccinated employees and physician?

Yes, we have ample supply to provide every unvaccinated employee and physician with a new N95 daily.

Can I bring my own N95 mask from home?

No. Jackson will be providing fit-tested N95 masks to those who are required to wear them. In order to protect the health and well-being of our unvaccinated employees and everyone around them, it is important that they wear the appropriately sized, Jackson-issued N95.

Where can I get fit tested for an N95?

Each clinical facility will expand trained professionals to conduct fit testing as needed. Non-clinical areas may contact Employee Health Services (EHS) to schedule their department for fit testing. Employees may also visit EHS on the 11th floor at Jackson Medical Towers on the Jackson Memorial Medical Center campus to be fit tested without an appointment. Prioritization for fit-testing should be given to those unvaccinated healthcare workers and providers who will be involved in aerosol-generation procedures, as well as those caring for COVID-positive and unknown status patients.

If I have my own office, am I able to remove my N95 when I am alone?

No. The policy states that unvaccinated employees and physicians are not allowed to take off their N95 mask at any time inside of any Jackson facility. This also applies to unvaccinated employees and physicians who are attending meetings via Zoom from inside of a Jackson facility.

Can I attend in-person meetings if I am wearing my N95 mask?

No. The policy states that unvaccinated employees and physicians are not allowed to attend in-person meetings, other than staff huddles on patient units. All other meetings must be attended virtually on Zoom.

If I lose or damage my N95 mask in the middle of my workday or shift, how can I obtain a new one?

Additional N95 masks will be available within individual departments.

VACCINATION BADGE STICKERS

If I have been vaccinated, am I required to have a sticker on my badge?

Yes. The badge sticker is an easy way for co-workers, patients, and visitors to identify vaccinated employees and physicians. The stickers will also be critical in the enforcement of this new policy.

I was vaccinated, but never received a sticker. How do I get one?

If you were vaccinated at Jackson, you should have received a sticker for your badge after receiving your first dose. If you did not receive a sticker, you can pick one up at the Employee Health Services (EHS) office on the 11th floor at Jackson Medical Towers or your facility's HR office. For employees and physicians who were vaccinated outside of Jackson, after you have submitted your vaccination documentation, you can pick up a badge sticker at EHS or your facility's HR office.

INCENTIVE FOR VACCINATED EMPLOYEES

Who is eligible for the incentive? All Jackson employees, per diem, agency?

Full-time employees and Jackson-employed physicians who are fully vaccinated by September 30 and have uploaded proof of vaccination by that date qualify for the one-time payment of \$150. This applies to all eligible employees and Jackson-employed physicians who have received the vaccine since December 2020.

When will the incentive payment be made to vaccinated employees?

All eligible employees who are fully vaccinated by September 30 and have uploaded their proof of vaccination by that date will receive the one-time \$150 payment in their October 22, 2021 paycheck.

VACCINATION DOCUMENTATION

If I was vaccinated at a Jackson site, do I need to upload my CDC card to the Daily CARE Check-In app?

No. We have records of all employees and physicians who were vaccinated at one of our Jackson sites. No further action is needed.

I received my vaccine at a community site but lost my CDC card. How can I prove to Jackson that I have been vaccinated?

It is the responsibility of every employee and physician vaccinated outside of Jackson to submit proof of their vaccination, such as a CDC card, to the Daily CARE Check-in app, which is available on the Jackson Badge Buddy or JacksonCOVID19.org. It is your responsibility to obtain a replacement to your card and submit proof, if you have not done so already.

I'm a new employee who was vaccinated at a Jackson vaccine site prior to being hired by the health system. Does Jackson already have my proof of vaccination or do I need to submit it separately?

Because you were not an employee at the time of your vaccination, your information is not saved in your employee file. You should submit your CDC vaccination card via the Daily CARE Check-In app to ensure that the health system has your up-to-date vaccination information.

In the event that an employee falsifies vaccination documentation, how will those situations be handled?

We take this new policy seriously, as it is intended to protect our patients and employees. Any employee who submits falsified vaccination documentation, such as a fake CDC vaccination card, will be subject to disciplinary action, up to possible termination.

ENFORCEMENT

How will these requirements be enforced?

Leaders in the individual departments and business units will be responsible for ensuring employees on their teams are adhering to this policy. Leaders will receive an updated list each week of their direct reports who are unvaccinated. Vaccination stickers on Jackson ID badges are another tool that will be used to identify which members of our Jackson workforce have been vaccinated.

If I am unvaccinated, can I enter the cafeteria or coffee shop with my N95 mask to purchase food to then take outside to eat?

Yes, unvaccinated employees and physicians may enter Jackson cafeterias and the coffee shop at Jackson Memorial Hospital to purchase food or drinks; however, all food and drinks must be consumed outside. In order to avoid the risk of spreading this highly contagious virus when eating or drinking - and potentially passing it on to our patients - unvaccinated employees and physicians will not be permitted to eat or drink inside of any Jackson cafeteria, dining room, coffee shop, nor will they be able to remove their N95 mask to eat or drink inside of any of our facilities. All meals and snacks must be eaten outside of a Jackson facility. Similarly, unvaccinated employees and physicians are not allowed to eat or drink inside of employee break rooms or lounges. Internal contact tracing has shown that the highest level of transmission among our employees has occurred when employees eat together indoors within enclosed spaces.

If I am unvaccinated and have my own office, can I eat and drink inside of it if I am alone and close my door?

No. Under this policy, unvaccinated employees and physicians may not remove their N95 masks inside any of our facilities under any circumstances.

Where can I eat my meals and snacks if I am not allowed to remove my N95 mask indoors?

Outdoor seating is available on most of our campuses, and we are working on plans to add additional outdoor space for our unvaccinated employees and physicians to safely remove their N95 masks to eat, drink, or take a break.

Will there be consequences if an unvaccinated employee or physician refuses to wear an N95 mask?

Yes, as with all of our Jackson policies, insubordination to adhere to this policy could include corrective action, up to and including termination.

If I have an unvaccinated co-worker who is not following these guidelines and I am concerned for my safety and the safety of our patients, how should I handle the situation?

First, try speaking to your co-worker and encourage them to follow the masking guidelines to protect everyone around them. If that doesn't work, you should escalate your concerns to your supervisor. We always encourage employees to speak up when there is situation that concerns them.

As we continue to navigate through the COVID-19 pandemic, we want to reassure you that the wellbeing of our staff and patients continues to be at the forefront of everything that we do.

Here is what Jackson employees, physicians, students, and on-site vendors need to know about our required COVID-19 vaccination policy.

IMPORTANT DATES



Employees and physicians must have at least one dose of the COVID vaccine, and documentation uploaded to the Daily CARE Check-In by August 23.



Eligible employees and physicians who are fully vaccinated by September 30 will receive a one-time \$150 recognition payment.

For those who do not receive at least one dose of the COVID vaccine by August 23:



N95 Respirator Masks – Required in all Jackson facilities, in all clinical and non-clinical areas, at all times, and during COVID risk levels until the end of the pandemic.



Meetings – Not allowed to attend in-person meetings other than staff huddles on patient units. All others must be attended via Zoom.



Eating and Drinking – All meals and snacks must be eaten outside of a Jackson facility; not allowed to remove mask to eat or drink in break rooms or lounges. See outdoor dining areas available on the following page.



Students and On-Site Vendors – Must be vaccinated to enter any Jackson facility. No exceptions will be made. N95 respirator mask alternative is not an option.



Required Learning – Employees and employed physicians, including residents and fellows, must complete a virtual learning course, which includes an attestation of course completion.

No Exemptions - There are no medical or religious exemptions to this policy. Any employee or physician who chooses to be unvaccinated will be required to follow the masking requirements and restrictions.

Employee Outdoor Dining Locations

The following outdoor areas are available to employees and providers for meals and rest breaks.

Jackson North Medical Center

- ICU Employee Entrance (Covered Patio)

Jackson South Medical Center

- Outside, to the Right of the Employee Entrance
- Outside, Next to the Receiving Dock
- Outside, to the Right of the ED Entrance

Jackson West Medical Center

- Third Floor Outdoor Patio

Jackson Behavioral Health Hospital

- Center Courtyard

Jackson Memorial Medical Center Campus

- Alamo Park
- Employee Courtyard, between North Wing and the ED
- Garden Seating (behind Park Plaza West)

For all other areas/clinics, please see supervisor for dining locations.

