

## **COVID Vaccination Requirement at HPH**

### **Frequently Asked Questions**

COVID-19 is a contagious viral illness caused by a coronavirus identified in 2019 as SARS-COV-2. This virus has caused a pandemic that has caused millions of deaths worldwide. The most **effective** way to prevent infection from COVID-19 is through vaccination.

#### **Why is HPH requiring the COVID vaccination?**

HPH recognizes its responsibility to provide employees and medical providers a workplace free of recognized hazards. In addition, Hawai'i Pacific Health has a duty to protect the health and safety of its patient population and community.

- It is the policy of HPH that all health care personnel and employees are immunized against COVID-19.
- This policy is intended to maximize vaccination rates against COVID-19 among HPH personnel.
- The goal is to protect patients, employees, employees' family members, students, others affiliated with HPH, and the broader community from COVID-19 infection.

#### **When is this requirement effective?**

Currently, the vaccination rate among HPH employees is 85%. HPH is requiring all non-vaccinated personnel who work at Hawai'i Pacific Health to be fully vaccinated (meaning you have received 2 doses of the COVID vaccine for Pfizer or Moderna and at least 14 days have passed since the second dose, or you have received one dose of the COVID vaccine for the Janssen Johnson & Johnson vaccine and at least 14 days have passed since the dose was received) by **October 1, 2021**.

#### **Who does this requirement apply to?**

All personnel who are employed by Hawai'i Pacific Health or provide services at a HPH facility. This includes hospital employees, clinical and non-clinical employees, physicians, allied health professionals, and members of medical staff, temporary workers, students, researchers, volunteers, clergy, contracted staff, vendors and agency personnel.

## **I am not yet vaccinated for COVID-19 and would like to receive my vaccine, where can I obtain it?**

HPH offers free vaccine for its employees and affiliates.

O'ahu employees may now make appointments for COVID Vaccinations at the KMCWC Activity Center.

- Appointments are available for first and second doses. The hours of operation will be M, W, F 8a-12n and T, Th 12n-4p.
- Appointments can be made on the HPH intranet using the COVID-19 Vaccination Appointment Request link located here:  
<https://drfwebdev01.hph.local/surveyor/pi2p35eptzpi6uqrumqa>

Kaua'i employees may request an appointment on the WMC intranet using the COVID-19 self-scheduler: <https://drfwebdev01.hph.local/surveyor/vtkkgx6qxlfwqrgyrg6a>

## **I have a medical condition and can't get the vaccination, what are my options?**

A medical exemption from the COVID vaccination is allowed for recognized contraindications. An individual requesting a medical exemption because of a medical contraindication must complete the Acknowledgement and Exemption Form Request and attach documentation from his/her private health care provider that attests to the medical contraindication.

To consider your request for exemption, HPH requires you to complete and submit the Acknowledgement and Exemption Form Request to the Employee Health along with any required documentation no later than September 16, 2021. While HPH will carefully review all requests for exemptions, approval is not guaranteed. If the exemption is granted, the exemption will contain an expiration and you will be required to renew your exemption based on the time indicated. Decisions are final and are not subject to appeal. Individuals whose exemptions are denied are permitted to reapply if new information should become available.

Individuals with an approved exemption will be required to comply with regular COVID-19 testing and other preventative requirements as specified in the exemption approval letter.

## **What if I have a religious belief that does not allow vaccination?**

HPH requires COVID-19 vaccinations for all health care personnel/employees similar to other vaccinations that health care organizations require as a condition of employment. Religious exemptions may be granted if the individual holds sincere religious beliefs which are contrary to the practice of vaccination, completes the religious exemption personal statement and submits a religious organization statement form.

To consider your request for exemption, HPH requires you to complete and submit the Acknowledgement and Exemption Form Request to the Employee Health along with any required documentation no later than September 16, 2021. While HPH will carefully review all requests for exemptions, approval is not guaranteed. If the exemption is granted, the exemption will contain an expiration and you will be required to renew your exemption based on the time indicated. Decisions are final and are not subject to appeal. Individuals whose exemptions are denied are permitted to reapply if new information should become available.

Individuals with an approved exemption will be required to comply with regular COVID-19 testing and other preventative requirements as specified in the exemption approval letter.

### **What happens if my exemption is granted?**

HPH policy requires personnel who do not receive the COVID-19 vaccination due to an exemption to wear appropriate PPE at all times during their scheduled shift and while on premises. In addition, individuals with an approved exemption will be required to comply with regular COVID-19 testing and other preventative requirements as specified in the exemption approval letter.

### **Part of my exemption approval requires that I test on a regular basis. Where can I test?**

Details of the COVID-19 testing program will be announced September 1, 2021.

### **What happens if I don't receive the COVID-19 immunization or get an exemption?**

You will be subject to regular COVID-19 testing requirements. Non-compliance with these requirements will result in corrective action up to and including suspension and termination.

### **I am already vaccinated for COVID-19, do I need to prove my vaccination status?**

If you were vaccinated within HPH, we have your vaccination status on record. If you were not vaccinated within HPH, please submit proof of vaccination to Employee Health.

### **Where can I obtain more information?**

You may access the HPH COVID-19 Vaccine Program Policy located on the HPH Intranet for additional details and information on the COVID-19 vaccine requirement.