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**Click Here for**

[Definitions](#)

[Applies to](#)

**Policy Statement:**

Fairview Health Services (“Fairview”) requires Covered Individuals (defined below) to comply with vaccination requirements as outlined in this policy. This policy covers Covered Individuals at Fairview and its subsidiaries and affiliates, and includes the joint clinical enterprise known as M Health Fairview.

**Purpose:**

To reduce the occurrence of vaccine-preventable diseases and to prevent the transmission of these diseases to others, to protect the health and wellbeing of our employees and other healthcare workers, patients, visitors, and our communities.

**Definitions:**

EOHS – Employee Occupational Health and Safety

Covered Individuals:

- A. Employees of Fairview (regardless of work location)
- B. The following individuals who come onto Fairview owned, leased, or managed property to work, conduct business, or learn, or who have face to face contact with patients regardless of location:
  - Vendors and suppliers;
  - Contractors (including but not limited to agency/temporary staff and consultants);
  - Non-employed staff members (including but not limited to medical staff members);
  - Learners, students, educators, observers, researchers;
  - Volunteers.

Covered Individuals do not include:

- Patients and visitors (other than those who fall within the definition above)
- Those who come on site only to respond to an emergency
- Those who come on site briefly to make a delivery and do not interface with patients.

Covered Individuals fall into one of four categories:

- Category I – Direct patient care
- Category II – Face to face contact with patients
- Category III – No contact with patient but works in a building where patient care is given (If the worker travels to a health care facility regularly (i.e., IT) they are considered Category III workers)
- Category IV – Works in a building where no patient care is given or works remotely

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**Requirements:**

Before the stated deadlines have expired, Covered Individuals will be required to demonstrate compliance with this Policy, either through having received the required vaccination(s) (or documentation of immunity in the case of MMR and Varicella) or having an approved accommodation.

Employees, volunteers and non-employed staff members (including affiliated medical staff): please refer to EOHS Recordkeeping/Maintenance procedure for instruction on submitting proof of vaccination.

	<u>Scope</u>	<u>Demonstration</u>	<u>Deadlines</u>
Seasonal Influenza	All Covered Individuals	Vaccines as approved by EOHS	Must demonstrate compliance by 10/31/21. New employees starting on or after September 13, 2021 must receive vaccine before ready to work clearance is granted.
COVID-19 Initial Series	All Covered Individuals	One of the following: <ul style="list-style-type: none"> <li>• One does of J&amp;J vaccine</li> <li>• Two doses of Pfizer</li> <li>• Two doses of Moderna</li> <li>• Other vaccines as approved by EOHS</li> </ul>	New employees starting after 9/1/21 must receive at least one dose in order to be cleared for work. If the initial dose received was Pfizer or Modera, the new employee must receive the second dose within the time period recommended by manufacturer.  All other Covered Individuals must demonstrate compliance by 10/31/21.
Measles, mumps, and rubella (MMR)	All Covered Individuals  In Category I, II, III	One of the following for each condition: <ul style="list-style-type: none"> <li>• Completed vaccination series (Documentation of 2 live virus vaccines with the first being on or after 12 months of age)</li> <li>• Documentation of immunity through laboratory IgG titer*</li> </ul>	Must demonstrate compliance before cleared for work.

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	<u>Scope</u>	<u>Demonstration</u>	<u>Deadlines</u>
Varicella (Chicken Pox)	All Covered Individuals  In Category I, II, III	One of the following: <ul style="list-style-type: none"> <li>• Documentation of two vaccines</li> <li>• Documentation of immunity through laboratory IgG titer*</li> <li>• Zostavax® (shingles) vaccine age for 60+ years</li> <li>• Shingrix® (recombinant zoster vaccine): two doses for age 50+ years</li> </ul>	Must demonstrate compliance before cleared for work.
Tdap (Tetanus, Diphtheria, Acellular Pertussis)	Optional. Evaluation may occur after work injury.		N/A
Hepatitis B	Optional.		N/A

\*EOHS will provide laboratory testing for all employees and volunteers who do not have documentation of MMR and Varicella vaccinations or immunity titer documentation. Contractors, students, non-employed providers, other non-Fairview employed category I-III workers are to have testing done elsewhere at their own expense and are to provide documentation to the EOHS prior to work clearance

The following may be vaccinated through EOHS.

- Employees, Residents, Fellows and volunteers of Fairview Health Services (including Grand Itasca, Range, Ebenezer and Preferred One)
- Employees of Employers who contract with Fairview Health Services for EOHS vaccination services (this includes University of Minnesota Physicians Employees)

All others should seek vaccination at other locations.

### Accommodations

Covered Individuals may be exempted from receiving a vaccination required under this policy where the vaccine is medically contraindicated or conflicts with the Covered Individual's sincerely held religious beliefs. Accommodations must not cause Fairview undue hardship or pose a direct threat to the health or safety of the individual or others.

Fairview employees and volunteers seeking a medical or religious accommodation from receiving an influenza or COVID-19 vaccine must complete the applicable accommodation request form and submit it to [ehsflu@fairview.org](mailto:ehsflu@fairview.org) (for medical accommodations) or [hrrep@fairview.org](mailto:hrrep@fairview.org) (for religious

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accommodations). Link to forms:

<https://mnfhs.sharepoint.com/sites/2019NovelCoronavirus/SitePages/COVID-Vaccination-Employee-Resources.aspx>

Fairview employees and volunteers seeking an accommodation for any other vaccination required under this policy should contact <mailto:eoHSflu@fairview.org> (for medical accommodations) or [hrrep@fairview.org](mailto:hrrep@fairview.org) (for religious reasons).

Individuals who receive an accommodation from the flu vaccine will be required to mask and social distance for the duration of the flu season as identified by Fairview, even if the [Mandatory Universal Face Covering](#) policy is no longer in effect. Individuals who receive an accommodation from the COVID vaccine will be required to mask and social distance, even if the [Mandatory Universal Face Covering](#) policy is no longer in effect.

Failure to comply with this policy may lead to termination of employment, relinquishment of medical staff membership, and/or loss or denial of access to or affiliation with Fairview. Extenuating circumstances will be reviewed by EOHS.

#### Resources:

- Center for Disease Control (CDC) Immunization of Healthcare Personnel: Recommendations of the Advisory Committee on Immunization Practices 11/25/2011 [Immunization of Health-Care Personnel \(cdc.gov\)](#)
- Recommended Vaccines for Healthcare Workers [Recommended Vaccines for Healthcare Workers | CDC](#) accessed 08/11/2021
- MN Department of Health Healthcare Personnel Vaccination Recommendations 2/2016
- CDC Resources: <https://www.cdc.gov/vaccines/vpd/mmr/hcp/index.html>
- <https://www.cdc.gov/vaccines/vpd/varicella/index.html>
- Immunization of Health Care Workers, MMWR Vol.60 (RR07 11/25/11) [rr6007.pdf \(cdc.gov\)](#)
- Red Book: 2015 Report Of The Committee On Infectious Diseases - 30th Ed. (2015)
- <https://www.cdc.gov/vaccines/vpd/shingles/hcp/shingrix/recommendations.html> -accessed 08/11/2021
- Vaccines for COVID-19 [Vaccines for COVID-19 | CDC](#) accessed 08/11/2021
- [COVID-19 Vaccines for Healthcare Personnel | CDC](#) accessed 08/11/2021

#### References:

- [COVID and Flu Accommodations request forms](#)
- [Vaccination Record Management](#)
- [Paid Time Off](#)

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- [Compliance with Requirements for Employment](#)
- [Supervision of Medical Student, Resident and Fellow Practice](#)
- [Temporary Employment & Agency Staff](#)
- [Mandatory Universal Face Covering](#)

**Applies to but is not limited to:**

Administration  
Ambulatory free-standing clinics  
Ambulatory hospital-based clinics  
Ambulatory Surgery Center - CSC  
Ambulatory Surgery Center - Maple Grove  
Bethesda Hospital  
Community- Based Services  
Grand Itasca Clinic & Hospital  
Home Care Services  
Home Hospice  
Inpatient Hospice (Pillars)  
IntegraDose  
Lakes Medical Center  
Medical Transport  
Northland Medical Center  
Pharmacy Acute Care  
Pharmacy Ambulatory  
Post-Acute  
Range Medical Center  
Ridges Hospital  
Southdale Hospital  
St John's Hospital  
St Joseph's Hospital  
University of Minnesota Masonic Children's Hospital  
University of Minnesota Medical Center  
Woodwinds Health Campus

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