



California State Public Health Officer Order as of December 22, 2021 – Booster mandate superseding the August 5, 2021 CA public health order

“... Early data also suggest the increased transmissibility of the Omicron variant is two to four times as infectious as the Delta variant, and there is evidence of immune evasion. Recent evidence also shows that among healthcare workers, vaccine effectiveness against COVID-19 infection is also decreasing over time without boosters. Consequently, current vaccine requirements of staff in health care settings are not proving sufficient to prevent transmission of the more transmissible Omicron variant. Boosters have been available in California since September 2021.

Although COVID-19 vaccination remains effective in preventing severe disease, recent data suggest vaccination becomes less effective over time at preventing infection or milder illness with symptoms, especially in people aged 65 years and older.

Based on the emergence of Omicron, additional statewide facility-directed measures are necessary to ensure we maintain adequate staffing levels within our healthcare delivery system. Additionally, given the current hospital census, even a moderate surge in cases and hospitalizations could materially impact California's health care delivery system within certain regions of the state. Accordingly, amendments to the original State Public Health Officer Order of August 5, 2021, to make boosters mandatory and to require additional testing of workers eligible for boosters who are not yet boosted, are necessary at this critical time.” Source:

<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Health-Care-Worker-Vaccine-Requirement.aspx>

2. All workers currently eligible for boosters, who provide services or work in facilities described in subdivision 1(a) must be "fully vaccinated and boosted" for COVID-19 receiving all recommended doses of the primary series of vaccines and a vaccine booster dose pursuant to Table A below.

Table A:

California Immunization Requirements for Covered Workers

COVID-19 Vaccine	Primary vaccination series	When to get the vaccine booster dose	Which vaccine booster dose to receive
Moderna or Pfizer-BioNTech	1st and 2nd doses	Booster dose 6 mos after 2nd dose	Any of the COVID-19 vaccines authorized in the United States may be used for the booster dose, but either Moderna or Pfizer-BioNTech are preferred.
Johnson and Johnson [J&J]/Janssen	1st dose	Booster dose 2 mos after 1st dose	

a. Those workers currently eligible for booster doses per the Table above must receive their booster dose by no later than February 1, 2022. Workers not yet eligible for boosters must be in compliance no later than 15 days after the recommended timeframe above for receiving the booster dose.



COVID-19 Vaccination Mandate for Health Care Workers

California State Public Health Officer Order as of August 5, 2021

As COVID-19 continues to remain a growing concern, the California Department of Public Health (CDPH) now mandates healthcare workers (as specified in the August 5, 2021 order) to have their first dose of a one-dose COVID-19 regimen or their second dose of a two-dose COVID-19 regimen by September 30, 2021, in an effort to reduce the chance of COVID-19 transmission to vulnerable populations.

In order to be compliant with the CDPH order, Winters Healthcare must adhere to the following requirements:

1. Applicable Health Care Workers of Winters Healthcare

- a. As a community clinic, Winters Healthcare must adhere to the requirements of the order. Healthcare workers include paid and unpaid individuals who provide services for Winters Healthcare in any area that is accessible to patients.

2. COVID-19 Vaccine Verification of workers - Winters Healthcare must properly track and record employee vaccination records.

- a. Winters Healthcare will track vaccination status confidentially via BambooHR through each employee's confidential personnel profile.
- b. Employee must provide proof of vaccination** and may do so in the following ways:
 - i. COVID-19 Vaccination record card (original, photo, scan, or digital copy)
 - ii. Documentation of COVID-19 vaccination from health care provider
 - iii. Other digital record that meets proof of vaccination

**Proof of COVID-19 vaccination must include name of person vaccinated, date of birth, type of vaccine provided and vaccination dates. Employees who are not fully vaccinated, or for whom vaccine status is unknown or documentation is not provided, are considered unvaccinated.

3. Worker Exemption Protocol - Winters Healthcare must properly track and record employee exemption status and ensure weekly covid-19 testing.

- a. Workers may be exempt from the vaccination requirements by completing a declination form identifying one of the following circumstances:
 - i. The worker is declining vaccination based on religious beliefs, or
 - ii. The worker is excused from receiving any COVID-19 vaccine due to qualifying medical reasons. "To be eligible for a Qualified Medical Reasons exemption the worker must also provide to their employer a written statement signed by a physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician stating that the individual qualifies for the exemption (but the statement should not describe the underlying medical condition or disability) and indicating the probable duration of the worker's inability to receive the vaccine (or if the duration is unknown or permanent, so indicate)."
- b. Unvaccinated workers must also adhere to weekly covid-19 testing (PCR or antigen test) and provide results to their supervisor and HR on an agreed upon day (i.e. every Tuesday morning by 8am) and must wear a surgical mask or higher-level respirator at all times while in the Winters Healthcare Facility.
 - i. Employee may receive weekly COVID-19 test on site at no cost, prior to the start of the employee's shift on an agreed upon day to ensure consistency (ie. Wednesday at 7:45 am).
 - ii. Employee may receive testing at a facility of their choosing and provide a negative COVID-19 test to their supervisor and HR prior to the start of work on an agreed upon day.

4. Personal Protective Equipment (PPE) - Winters Healthcare will continue to provide proper PPE and adhere to current CDPH masking guidance and Cal/OSHA's standards.

Providing Proof of COVID-19 Booster vaccination by Monday 1/31/2022

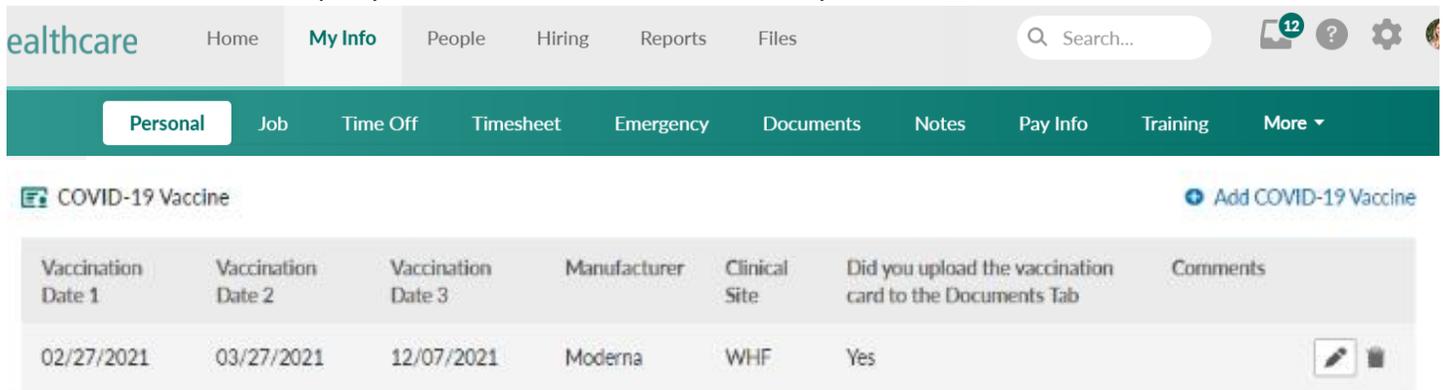
How to provide your proof:

1. Have a copy of your COVID-19 vaccine card on your phone or scanned in on your computer. You may also scan your proof of COVID-19 vaccine through the copy machine upstairs. Eligible items to provide proof include:
 - a. Photo of your card
 - b. Immunization printout from your provider or patient portal
 - c. Other digital record that identifies COVID-19 vaccination datesIf you do not have your vaccination card, you can retrieve your Digital COVID-19 vaccinate record via <https://myvaccinerecord.cdph.ca.gov/> & Print or take a screen shot including the employee's name, DOB, Dose #1, Dose #2, and Dose #3 information, and manufacturer type



2. Login to BambooHR (wintershealth.bamboohr.com) either on your phone or desktop computer
 - a. Upload photo, scan, or other digital record with COVID-19 vaccination dates
 - i. Click on My Info
 - ii. Click on the Documents Tab
 - iii. Click on Upload & either take a scan your card and upload from your computer, or take a picture of your card and upload from your photo Library
 - iv. Name the document **COVID-19 Vaccine Card 2022**
 - v. Done
3. From your desktop computer, or mobile website (not the app), you will need to confirm your vaccination dates:
 - a. Login to BambooHR (wintershealth.bamboohr.com)
 - i. Click on Personal Tab
 - ii. Scroll down to bottom to the COVID-19 Vaccine section
 - iii. Hover over the pencil next to your vaccination line and add Vaccination #3
 - iv. Input your information as it is shown on your vaccination record

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Vaccination Date 1	Vaccination Date 2	Vaccination Date 3	Manufacturer	Clinical Site	Did you upload the vaccination card to the Documents Tab	Comments
02/27/2021	03/27/2021	12/07/2021	Moderna	WHF	Yes	 

If you are unable to access your COVID-19 vaccination card, or you will be requesting a religious or qualifying medical reason exemption/accommodation please notify Kelly as soon as reasonable.