

Wednesday, September 8, 2021

Message from Senior Vice President of Human Resources Vaccine Mandate for Health Care Workers

As you may have read, New York State has mandated that all health care workers be vaccinated against COVID-19 by **September 27** or **October 7**, depending in which health care facility you work in. We want to provide you with more information about the rule and how it will affect you and NYC Health and Hospitals.

Who is Subject to the Vaccine Mandate

All health system staff, including contractors, vendors, students, partners, employees, and affiliates, who work, volunteer, train or provide services in person at any NYC Health + Hospitals facility, site or workplace, including in the community or Central Office, are subject to the mandate. This includes MetroPlus Health personnel who work at any health system facilities. But Metroplus employees not based in health care facilities are not currently subject to the mandate.

When Must Staff be Vaccinated

All health system staff, including contractors, vendors, students, partners, employees, and affiliates, who work, volunteer, or are on the medical staff of any Acute Care Hospital, Skilled Nursing Facility, Correctional Health Services, or Central Office must have received at least a first dose of any approved COVID-19 vaccine **before September 27, 2021**. These staff will be required to complete their vaccine series by **November 8, 2021**.

Staff who work exclusively at Gotham Health sites or for Community Care must receive their first dose of the vaccine **before October 7, 2021**, and must complete their vaccine series **by November 18, 2021**. Staff who work at both an acute care hospital and a Gotham Health site or Community Care will be subject to the earlier deadline noted above.

How to Document Proof of Vaccination

If you are vaccinated at an NYC Health + Hospitals facility, your vaccine records are automatically included in our registry. As is currently required, if you are vaccinated outside our system, valid documentation of your vaccine must be submitted immediately to Occupational Health Services (OHS) via [this online COVID-19](#)

[Vaccination Registry](#) or by bringing documentation to your local OHS office. Only valid vaccination cards should be submitted. [Learn more](#).

Where Can You Get Vaccinated

Vaccines are free and widely available at NYC Health + Hospitals locations. Employees with an NYC Health + Hospitals ID will be prioritized and proof of vaccination will be automatically uploaded to OHS.

Failure to Comply Results in Leave Without Pay

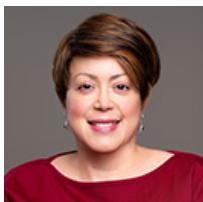
Individuals who do not comply with the vaccination requirement will not be cleared to work at any of our facilities or work locations **starting on September 27 or on October 7**, depending on the date that applies as noted above. NYC Health + Hospitals employees will be sent home and will not be paid until they are cleared to work.

Medical and Religious Exemptions

The State rule provides that medical accommodations will only be considered for individuals who have a pre-existing medical condition that makes any COVID-19 vaccination "detrimental" to their health and who submit a physician or nurse practitioner certification of this medical condition. Such requests for medical accommodations will be reviewed and, if granted, will be time limited, and must be revisited if the medical condition persists past the accommodation expiration.

- Medical accommodation request forms are available [here](#). Requests for medical accommodations must include the provider certification and should be submitted by September 14 to the [Vaccine Accommodation link](#). Or email to: COVIDVaccineAccommodation@nychhc.org
- Religious accommodation requests are also [available here](#). Religious exemptions will be considered if submitted by September 14, 2021. If granted, religious accommodations will also be time limited.
- NYC Health + Hospitals will not allow unvaccinated staff to work in any health system facility or work site.

I encourage everyone to get vaccinated as soon as possible. The vaccine is our best tool to end this pandemic. Our patients and NYC Health + Hospitals needs every one of you to keep New York City healthy.



Yvette Villanueva

Senior Vice President, Human Resources