

**COVID-19 Mandate
Frequently asked Questions**

- **Why is RMC establishing COVID-19 Vaccine policy and following the mandate?**
 - To comply with the Centers for Medicare & Medicaid Services (CMS).
 - If RMC doesn't comply the organization is subject to not receiving Medicare and Medicaid payments, which is 75% of RMC revenue.
- **Can I choose to be tested weekly or bi-weekly instead of receiving COVID-19 vaccine?**
 - NO. RMC must comply with the Centers for Medicare and Medicaid Services (CMS) interim final rule by ensuring that all healthcare workers are vaccinated for COVID-19.
 - CMS doesn't allow for healthcare workers to have an option to be tested vs. fully COVID-19 vaccinated unlike other industries.
- **Does clinical staff only fall under the COVID-19 vaccine mandate?**
 - No. This applies to any individual who performs duties at any RMC facility including ERH, or has the potential to have contact with anyone at any facility, including staff, contractors, or patients, regardless of whether they have clinical responsibility or patient contact. This includes all current staff and new staff. Individuals encompassed by this policy include, but are not limited to facility employees, administrative staff, clinical staff, licensed practitioners, students, trainees, and volunteers. These individuals are collectively defined as healthcare workers (HCW's).
- **When must RMC Healthcare Workers be fully COVID-19 vaccinated?**
 - Phase 1 must be implemented by December 6, 2021
 - All eligible healthcare workers at a minimum will have received a single dose COVID-19 vaccine or the first dose of a primary series (2-dose series) COVID-19 vaccine, or requested and been granted a lawful exemption.
 - Phase 2 must be implemented by January 4, 2021
 - All eligible healthcare workers will have received the final dose of a primary vaccination series (2-dose series), except for those healthcare workers who have been granted exemptions from COVID-19 vaccination for those for whom vaccination must be temporarily delays, as recommend by the CDC, due to clinical precautions and considerations.
- **Where can I receive a COVID-19 vaccine?**
 - Employee Health and Human Resources will provide a COVID-19 vaccine clinic schedule reflecting times, and locations.

- **What if I choose not to get COVID-19 vaccinated?**
 - Employees will be placed on an unpaid suspension through 1/4/2022 until compliant.
 - Any employees who are still not compliant by 1/5/2022 will result in termination.