

## WRC to Comply with Federal Vaccine Mandate

A mandate from CMS:

On November 4, 2021, the Centers for Medicare and Medicaid (CMS) issued an emergency regulation requiring COVID-19 vaccination for all healthcare workers to address the risk unvaccinated healthcare workers present to patient safety and provide stability and uniformity among the U.S. healthcare system. WRC receives 68% of our revenue from federal Medicare and Medicaid programs; we are required to comply with this mandate or risk jeopardizing the revenue stream of WRC.

Listed below is important information you need to know regarding how the federal vaccine mandate applies to you.

- The federal government has issued two separate vaccine mandates -- one issued by the Occupational Safety and Health Administration that covers companies with 100 or more employees -- and the other issued by the Centers for Medicare and Medicaid which applies to healthcare workers both of which we are required to follow.
- According to the CMS mandate, all staff must be fully vaccinated — two doses of the Pfizer or Moderna or one dose of the Johnson & Johnson vaccine by January 4, 2022. To be fully vaccinated with the two-dose vaccine, employees must receive their first dose no later than December 16.
- The CMS mandate stipulates that weekly testing is **not** an option in lieu of vaccination.
- Employees who receive their vaccine from outside providers must provide proof of vaccination to their employer.
- The federal vaccine mandate applies to all employees (union and non-union) including those who interact with other staff, patients, clients, etc. beyond the formal setting.
- Employees not fully vaccinated by January 3, 2022 will be placed on non-paid administrative leave for 45 days. After 45 days staying unvaccinated or without approved exemption, they will be terminated.
- Employees may seek exemptions to the federal mandate based on medical conditions or recognized religious beliefs. All requests for medical or religious exemptions will be reviewed by designated panels of medical/religious professionals. Forms can be requested from the Facility Administrators and Business Office.
- The federal vaccine mandate applies to all individuals who conduct business with the health system including non-employed physicians, students, volunteers, vendors, consultants, construction and outside laborers, delivery personnel, drug reps., etc. Proof of vaccination must be provided to Facility Administrators.
- The federal mandate does not apply to patients and their families, however, they are strongly encouraged to be vaccinated and according to PA regulations, must wear a mask when in a healthcare facility.

For more information visit: [Federal Vaccine Mandate FAQs](#)

If you still need your COVID-19 vaccine, Penn Highland HealthCare, Clarion Hospital, many local pharmacies are offering vaccines. Additional clinics are being added within WRC. We will update you as we finalize the details.