COVID-19 Vaccination Requirements

Federal Requirements for Federal Contractors and Subcontractors
This meeting will cover:

• Why vaccines are required
• Finding resources
• Supervisor’s role
Why COVID-19 vaccines are required...
President’s Message: Federal Contractor Requirement

- President Biden recently issued an Executive Order requiring institutions that contract with the federal government, such as the University of Arizona, to comply with guidance from the Safer Federal Workforce Task Force.

- The University has hundreds of millions of dollars in federal contracts, funding critical research, employment, and educational efforts, and already has received amended federal contracts that include this requirement.
Employee COVID-19 Vaccine Requirement

In accordance with President Biden's Sep. 9 Executive Order and the Sep. 24 guidance from the Safer Federal Workforce Task Force (PDF), all University employees, including student workers and graduate assistants/associates, must upload vaccine documentation by Dec. 8, 2021, showing they are fully vaccinated, unless they have been granted a religious or disability accommodation.

The information on this page is consolidated to assist supervisors and employees. Please check back often, as it will be updated frequently.

**Contents**
- Timelines to Meet Deadline
- Submitting Your Vaccine Documentation
- Accommodations
- Frequently Asked Questions

https://hr.arizona.edu/content/employee-covid-19-vaccine-requirement
Upload Vaccine Documentation
https://vaccine.wellcheck.arizona.edu/

To confirm that previously uploaded documentation is received.

You have two options:

1. Use your NetID to log into Wildcat OneStop. If you see a green VX below your picture, your upload was successful, and you have fulfilled the vaccination requirement.

2. You may also log into the vaccine upload system to verify your upload status.

If you have questions or issues with your vaccine document upload, please contact the COVID Ambassador Team at covidhelp@arizona.edu or 520-848-4045.
Privacy of Your Vaccine Document
https://vaccine.wellcheck.arizona.edu/

HIPAA-Compliant System

The vaccine upload system has the University's strongest security and monitoring efforts in place. Like other University online services, this system uses two-factor authentication through WebAuth. All vaccine documents are fully encrypted during upload and download, and any access to the system by authorized users is logged. Additionally, the enterprise system undergoes an annual risk assessment signed off by the Chief Information Security Officer to ensure continued attention to appropriate security controls. Your data privacy and security are of utmost importance to us.
Religious Accommodations

- Sincerely held beliefs
- Current form found on the HR Webpage
- Coming Soon: electronic submission
- Possible accommodations
- When will my accommodation be approved?
Disability Accommodations

• Employees with concerns about receiving a COVID-19 vaccine due to a disability or medical condition should consult their medical provider.

• Information about the process for requesting an accommodation can be found at https://drc.arizona.edu/covid/employees-vaccine-accommodation

• Questions? Email workplaceaccess@arizona.edu or DRC-COVID19Vax@email.arizona.edu
Chris Kopach – Incident Commander

- Compliance
- Reports to Senior and Department Leaders
- President’s Updates

**Tracking & Reporting**

### Vaccination Records as of 10/15/21

Number of individuals who have received their second/final vaccine dose by current university affiliation, based on Campus Health records.

<table>
<thead>
<tr>
<th>On-Campus Students</th>
<th>Off-Campus Students</th>
<th>Employees</th>
<th>DCCs</th>
<th>UArizona Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,110</td>
<td>18,358</td>
<td>7,590</td>
<td>370</td>
<td>31,428</td>
</tr>
<tr>
<td>71% of On-Campus Students</td>
<td>42% of Off-Campus Students</td>
<td>54% of Employees</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

21,026 Main Campus Students have submitted vaccination records (55% of main campus students).
Do’s:
- Provide resources
- Direct employees to Division HR Webpage
- Encourage compliance
- Remind employees what compliance means
- Allow time off or flexibility for employees to be fully vaccinated by December 8

Don’ts:
- Monitor vaccination compliance at the unit level
- Ask regularly if employees are vaccinated

Role of the Supervisor
The University will address a failure to comply with the vaccine requirement in accordance with the employee conduct and behavior policies in the applicable UHAP, Classified Staff, and University Staff handbooks.
1. Information on talent.arizona.edu

2. Information in each requisition posted on or after implementation date

3. Information in each offer letter extended on or after implementation date
Be on the lookout for signs of...

- Disrespect and incivility
- Perceptions of inequity
- Shaming behavior
Some Final Thoughts....

- HR Website: information for employees will be updated frequently, so be sure to check
- Email questions to HR-COVID19-Questions@email.arizona.edu
- Contact your HR consultant for assistance if needed
Questions???

VAX UP!

BEARDOWN®