**State and Federal Vaccine Mandate Summary:**

Absher does not have a mandatory vaccine policy, but state mandates have begun to impact how we are able to staff our projects and federal mandates will be coming that will add additional staffing constraints. A summary:

* Washington state mandate (Effective October 18th, 2021):
  + Occupied educational facilities and healthcare settings (including assisted living facilities) are required to mandate vaccination or a qualifying exemption. This mandate will flow to much of our work on these facilities.
* Federal contractor mandate:
  + This mandate will apply to Absher when we have what is referred to as a “covered contract” which Absher doesn’t currently have. However, we are preparing for the possibility that we could have a covered contract that would trigger the requirement as soon as December 8th, 2021.
* Federal 100+ Employee mandate:
  + OSHA is expected to release a mandate that employers with more than 100 employees require all employees to be either vaccinated or provide proof of a negative COVID test weekly. It has been announced that this mandate will be forthcoming but no additional information on the actual language, timing or required implantation is available yet.

**Exemptions:**

Exemptions may be requested for documented medical conditions and sincerely held religious beliefs. Philosophical exemptions are not allowed.

**Medical exemption and accommodation**: If you have an underlying medical condition and/or disability that prevents you from receiving an authorized COVID-19 vaccine, your healthcare provider must complete the medical exemption form, which will be reviewed by Human Resources.

1. Download the Request for Medical Exemption and Accommodation form ([Link Here](https://absher.sharepoint.com/sites/ACE2/departments/HR)) and complete Section 1. Ask your licensed healthcare provider (MD, DO, ND, ARNP, PA) to complete the rest of the form and return it to you.
2. Log into Bamboo and upload the completed for or send it to [HR@AbsherCo.com](mailto:HR@AbsherCo.com).
3. You will be notified if additional information is required. If approved for an exemption you will also be notified of the enhanced safety measures you will need to take as well as further instruction on accommodations. It is important to note that possible accommodations will be discussed with your immediate supervisor.

**Religious exemption and accommodation**: If you have a sincerely held religious belief, practice, or observance that prevents you from being vaccinated against COVID-19, you must complete the religious exemption form which will be reviewed by Human Resources.

1. Download the Request for Religious Exemption and Accommodation form ([Link Here](https://absher.sharepoint.com/sites/ACE2/departments/HR)) and complete the required statement.
2. You must address all the questions in the form in order to have your religious exemption considered.
3. Log into Bamboo and upload completed or send to [HR@AbsherCo.com](mailto:HR@AbsherCo.com).
4. You will be notified of the decision on your exemption application. If approved for an exemption you will also be notified of the enhanced safety measures you will need to take as well as further instruction on accommodations. It is important to note that possible accommodations will be discussed with your immediate supervisor.
5. All applications will be reviewed by an independent panel. To ensure reviews are done without bias the panel will not at any point know the applicant’s name or role in the company.

**Exemption Process – If you feel you are eligible for an exemption, contact Alysa Weidinger at 253-446-3542 or** [**alysa.weidinger@absherco.com**](mailto:alysa.weidinger@absherco.com)**. Alysa will help with accessing and completing the forms and explaining the process.**

**Confidentiality - Vaccination attestation information is private and confidential:**

* Vaccination information is considered confidential medical information under the Americans with Disabilities Act (ADA) and is exempted from disclosure under the Public Records Act.
* Managers may not use, share or disclose this information for any purpose other than upholding compliance with applicable regulations.
* Employees may not ask colleagues about their vaccination status.