

Maimonides Medical Center

CODE: HR 066 (Revised)

DATE: April 27, 2023

ORIGINALLY ISSUED: 9/2/2021

SUBJECT: Mandatory COVID-19 Vaccine Program

I. POLICY:

For the health and safety of all patients and staff, as well as pursuant to State law, Maimonides Medical Center maintains a mandatory COVID-19 vaccine program that applies to all members of our workforce and MMC Holding, as well as members of the voluntary medical and ancillary staffs, volunteers and students, contractors, vendors, and all other individuals who engage in work on any Medical Center premises, collectively known as “health care personnel”. To be considered compliant, existing healthcare personnel must have completed the primary vaccination series by November 1, 2021, unless a delay was necessary for established medical reasons consistent with CDC recognized clinical contraindications. All new employees must complete the primary vaccination series prior to their start date with the Medical Center, unless granted a medical exemption consistent with current CDC recognized clinical contraindications.

Health care personnel are subject to receiving supplemental or booster doses, when required by federal, state or local law, regulation or mandate.

The purpose of this policy is to define Maimonides Medical Center’s process to reduce and prevent the transmission of COVID-19 among health care personnel (HCP), patients, visitors, and family members, thereby reducing infections, morbidity, and absenteeism, and to comply with New York State immunization directives. To facilitate the immunization of all individuals covered under this policy, and in accordance with New York State Department of Health (NYS DOH) regulations, COVID-19 vaccination may be administered in accordance with a non-patient specific standing order and protocol.

Registered Nurses, Pharmacists and Paramedics (“authorized vaccinators”) employed by Maimonides Medical Center are authorized to administer COVID-19 vaccine and anaphylaxis treatment agents, including epinephrine for the emergency of treatment of anaphylaxis, as set forth below.

These authorized vaccinators are allowed to administer the COVID-19 and anaphylaxis treatment agents only in the course of their employment with Maimonides Medical Center to Maimonides (including MMC Holding of Brooklyn, and other Maimonides affiliates) staff, volunteers and students.

I. RESPONSIBILITY:

1. The Executive Vice President for Medical Affairs (or designated Attending Physician with unrestricted privileges) is responsible for authorizing the non-specific standing order and protocol for COVID-19 vaccination.
2. All individuals are accountable for following the standards and procedures set forth in this policy.
3. Employee Health Services (EHS) will ensure tracking, monitoring and appropriate recordkeeping, including receiving and maintaining written exemption request forms.
4. The committee established under this policy will review all medical exemption requests and either grant or deny these requests.
5. All management team members will monitor for compliance/noncompliance to this policy.

II. PROCEDURES:

1. All individuals covered under this policy must provide proof of vaccination. Acceptable proof of vaccination includes a valid COVID-19 Vaccination Record Card, NYS Excelsior Pass (or comparable digital pass), Citywide Immunization Registry (CIR) or New York State Immunization Information System (NYSIIS), or comparable city or state registry. For Maimonides employees vaccinated at a Maimonides site, proof of vaccination is satisfied as noted on the PeopleSoft report. Individuals who are providing services to the Medical Center pursuant to a contract, or students at the Medical Center from an outside entity, may provide proof of documentation through their employer or academic center.
2. The non-specific standing order and protocol is in accordance with current Centers for Disease Control (CDC) and NYS Department of Health guidelines:
 - a. COVID-19 vaccine should be given to:
 - All persons age 12 years and older – Pfizer
 - All persons age 18 years and older – Pfizer, Moderna, Johnson & Johnson
 - b. All persons will be screened for contraindications to COVID-19 vaccine that include:

- had a severe allergic reaction after a previous dose of this vaccine
 - had a severe allergic reaction to any ingredient of this vaccine
- c. The authorized vaccinator shall:
- Ensure that the potential recipient of the vaccine is assessed for medical contraindications to immunization.
 - Confirm that each recipient of the vaccine has received a copy of the appropriate Vaccine Information Statement and has been informed of potential side effects and adverse reactions, orally and in writing, before administering the immunization.
 - Verify that informed consent by the recipient has been obtained for the immunization before the immunization is administered.
 - Report adverse reactions if notified of such reaction, as directed.
 - Provide to each recipient a COVID-19 Vaccination Record Card which includes date of immunization, vaccine manufacturer, vaccine lot number, and immunizing institution.
- d. In the event that an individual who received a COVID-19 vaccination develops signs or symptoms consistent with anaphylaxis, the authorized vaccinator is to administer one adult dose of EPI-PEN IM (or epinephrine 0.3 mg SC which shall be available with the necessary needles and syringes at the immunization site [USP 1:1000, 0.3 ml]).
- e. Records of individuals vaccinated at a Maimonides site will be maintained on file in the Employee Health Services.
- f. Individuals vaccinated at a non-Maimonides site are required to provide evidence of vaccination to Employee Health Services.
3. Individuals who are providing services to the Medical Center pursuant to a contract, or students at the Medical Center from an outside entity, may provide proof of documentation through their employer or academic center.
- a. Said individuals should submit their proof of vaccination to the Maimonides department to which they report. The department is then responsible for submitting said individuals' proof of vaccination to Employee Health Services.
4. Individuals who seek to be exempt from this policy's COVID-19 vaccine requirements may only do so according to the following procedure:

a. Medical Exemption

- i. This category of individuals will be exempt from this policy's vaccination requirements only upon Medical Center approval of a certified medical exemption consistent with current CDC recognized clinical contraindications.
- ii. Individuals must submit a Request for Medical Exemption and physician documentation in support of a medical exemption to Employee Health Services (by email to JJeremiah@maimonidesmed.org or by fax to 718-635-8949) a This form is be available on the intranet (*Intranet > Human Resources > Employee Health Services*).
- iii. Only individuals who provide documented evidence of meeting current CDC recognized clinical contraindication will be medically exempt either permanently or temporarily depending upon the condition.
Individuals seeking medical exemption need to provide physician documentation which includes:
 - Information specifying which of the authorized COVID-19 vaccines are clinically contraindicated for the staff member to receive and the recognized clinical reasons for the contraindications, including the specific component of the vaccine to which the individual is allergic.
 - A statement by the authenticating practitioner recommending that the staff member be exempted from the hospital's COVID-19 vaccination requirements for staff based on the recognized clinical contraindications.

Note: An individual who is a licensed practitioner cannot provide their own medical documentation meeting the items above.

- iv. If a medical exemption is granted, the individual will be required to wear a surgical mask or a higher level of personal protective equipment (PPE), including an N95 mask, in compliance with Medical Center masking policy, and may be required to comply with additional infection control measures at the Medical Center's discretion, including weekly COVID-19 testing.

- v. If a medical exemption request is denied, the individual will be expected to receive the vaccine. Failure to do so will result in termination of employment, suspension or termination from the medical or ancillary staff, or otherwise not permitted to work at Maimonides facilities.

III. CONTROLS:

- 1. Immunization rates of healthcare workers will be reported to hospital leadership, relevant hospital committees, and outside entities as required.



Kenneth Gibbs
President & CEO

REFERENCES:

INDEX:

DEPARTMENT RESPONSIBLE:

Human Resources

ATTACHMENT(s):

Attachment 1: Request for Medical Exemption to COVID-19 Vaccination