

# UPDATE: Immediate Attention Required for Unvaccinated NCHC Employees

## Federal COVID-19 Vaccination Mandate Details



**If you have not been vaccinated for Covid-19 OR you have not completed the required medical or religious exemption form, you must act quickly.**

On January 14, 2022, U.S. Federal Courts ruled to enforce the Federal emergency regulation requiring Covid-19 Vaccinations for all health care workers at facilities that participate in the Medicare/Medicaid programs.

All NCHC employees and contract staff members need to be vaccinated against COVID-19 by specific dates below or receive a valid medical or religious exemption. The Incident Command Team has established a policy specific to Covid-19 Vaccination Program that meets these federal requirements.

The COVID-19 vaccines are safe and effective at preventing infection and severe illness from COVID-19. Vaccination is encouraged as the best option for mandate compliance.

### Timelines

Below you will find the timelines for receiving the vaccine OR completing a religious or medical exemption. If you previously completed a declination form prior to November 15, 2021, you ARE REQUIRED to complete the new applicable exemption form distributed in November 2021 to meet the new federal requirements.

If you completed the necessary exemption form after November 15, 2021, no action is needed. Your previous declination form will serve as an exemption form under the existing policy.

#### Vaccine Timeline

**If you are currently unvaccinated and plan to get vaccinated:**

NCHC Employee deadline to be fully vaccinated (2 doses of Moderna or Pfizer, or 1 dose of Johnson & Johnson) or approved exemption

FEB 27

CMS deadline to be fully vaccinated

FEB 28

Removal from work schedule and voluntary resignation for those not fully vaccinated or without approved exemption

FEB 28

#### Exemption Timeline

**If you are currently unvaccinated and plan to complete a religious or medical exemption request form:**

Employee religious or medical exemption form due to Human Resources

FEB 14

All religious or medical exemption appeals finalized w/ Human Resources

FEB 23

by 4:30 pm

NCHC Employee deadline to be fully vaccinated (2 doses of Moderna or Pfizer, or 1 dose of Johnson & Johnson) or approved exemption

FEB 27

CMS deadline to be fully vaccinated

FEB 28

Removal from work schedule and voluntary resignation for those not fully vaccinated or without approved exemption

FEB 28

## Exemptions

Medical and religious exemptions for COVID-19 vaccination must be submitted for review by the February 14, 2022 deadline indicated in the timeline above to avoid any interruption in your employment and service to the organization. Once an exemption is submitted, there will be a thorough review of the submission on a case by case basis, including a review from Human Resources, legal and operations. The exemption review, approval and appeal process will be completed by Human Resources by February 23, 2022.

- Requests submitted after the deadlines will be considered at NCHC's discretion and approvals may not be possible prior to the February 28 CMS compliance date.
- Up-to-Date Vaccination is required for anyone without an approved exemption by February 27 to continue working at NCHC.

Exemption forms must be turned in by the dates in timeline via email to [NCHCVaccineExemptions@norcen.org](mailto:NCHCVaccineExemptions@norcen.org) or in-person to Human Resources.

**Exemption forms were sent by email to all staff and are available 24/7 at [www.norcen.org/CovidResources](http://www.norcen.org/CovidResources).**

## New Employees

Employees who are joining our organization after the dates mentioned in this notice, will work with Human Resources before their first day of employment to complete the requirements. New employees will be required to be fully vaccinated or have a religious or medical exemption on file prior to their first day of employment. Fully vaccinated means a person has received their primary series of COVID-19 vaccines (2 doses of Moderna or Pfizer, or 1 dose of Johnson & Johnson).

## NCHC Employee Vaccination Clinics

NCHC Vaccination Clinics are already scheduled to make vaccination as easy as possible. You may receive your 1st, 2nd or Booster dose of the Moderna vaccines at these clinics. Clinics are available to employees in all three of our service counties at no cost to employees.

Visit [www.norcen.org/CovidResources](http://www.norcen.org/CovidResources) and click the **Covid-19 Vaccination Clinic Sign Up Link**.



The next clinic is in Wausau at the 1st Floor Dining Room of the Old Mount View Building on Friday, February 4 at 3:00 pm. Clinics are scheduled through remainder of 2022.

*Please check website for most up to date vaccination clinic times and locations.*

If you have any questions please reach out to your manager or Employee Health 715.848.4396.

Employees may also elect to receive their Covid-19 vaccination outside of the organization by your physician or at one of several free community Covid-19 Vaccination Clinics below. Not all options are listed. Please consult your local Health Department or <https://www.dhs.wisconsin.gov/covid-19/vaccine-get.htm> for additional options.

### **Free Community COVID-19 Vaccine Clinics**

**WAUSAU:** Center for Business & Industry Building  
Northcentral Technical College - Wausau  
1000 W Campus Drive, Wausau, WI 54401

**Tuesdays through Fridays: 11am-7pm**

**Saturdays: 11am-3pm**

*The clinic has ALL approved vaccines and booster doses available (Pfizer, Moderna, and Janssen).*

*Call 1-844-684-1064 or visit <https://vaccinate.wi.gov> to confirm availability.*

**MERRILL:** Clinics will be held on the following dates and times:

**Tuesdays** – February 1, 8, 15 and 22 from 3 – 5 pm at the Lincoln County Health Department

**Saturdays** – February 5, 12, 19 and 26 from 10 am – 1 pm at the T.B. Scott Free Library

*The clinic has ALL approved vaccines and booster doses available (Pfizer, Moderna, and Janssen).*

**Vaccine Clinics Near Me:** <https://www.dhs.wisconsin.gov/covid-19/vaccine-get.htm>

If you receive a Covid-19 vaccination outside of NCHC, and have not already reported your vaccination status, please contact Employee Health at 715.848.4396.

**This information is also available on our website for employees, 24/7 by visiting [www.norcen.org/CovidResources](http://www.norcen.org/CovidResources)**