



COVID-19 Vaccination Medical Exemption Form

ECU will require the COVID-19 vaccine for all employees whose duties may require direct contact with patients and/or require a presence in a health care setting to be fully vaccinated or receive a medical or religious exemption by Dec. 1, 2021. All exemption forms are due Nov. 1, 2021, one month before the vaccine due date.

You may request that ECU consider granting you an exemption to the COVID-19 vaccine if any of the following applies:

1. Severe allergy to a component of the COVID-19 vaccine.
2. You are pregnant and, although not a contraindication, you or your provider may prefer delaying the vaccine. This is a time limited exemption and members must be compliant before returning to work post-delivery.
3. History of COVID-19 evidenced by a positive serology test (COVID IgG Spike Protein) dated within the last 6 months with or without a prior positive PCR. Serology must be drawn within the past 6 months and must be completed through a CLIA-approved laboratory.

Background: ECU's primary responsibility is the safety of patients and staff. We want to create an environment that is as safe as possible from COVID-19 transmission. Additionally, knowledge of COVID-19 is an ever-changing science. From what we know at this time, there are two ways to ensure safety: vaccine-induced immunity and natural immunity from being infected with SARS CoV-2. Evidence to date suggests that vaccination is the better way to ensure adequate protection (whether you have had COVID-19 previously or not), and we recommend vaccination to patients and staff who have previously had COVID-19 (as per current CDC guidance). It is unlikely (from what we know at this time) that an individual with antibodies will transmit the virus to coworkers or patients. We will continue to follow the data regarding vaccine-induced or natural immunity and reserve the right to require ongoing proof of immunity and adapt this policy as scientific knowledge dictates. We will notify you if additional testing is required.

4. Other special documented circumstances you wish to have considered for a medical exemption.

IMPORTANT MESSAGE

If you are granted an exemption to the COVID-19 vaccination, ECU may, in its discretion, require you to participate in scheduled surveillance testing according to your work status. Other accommodations may include removal from caring for immunocompromised patients, remote work and/or reassignment to other areas in the organization.

EXEMPTION BASED ON MEDICAL CONTRAINDICATIONS

If you are requesting an exemption due to your medical condition, you must submit a completed Exemption Request Form (included below). You may also be asked to provide supporting medical documentation that includes information that supports the rationale for granting the exemption (i.e., results of an allergy test, etc.).

EXEMPTIONS AT VIDANT MEDICAL CENTER

ECU employees who perform duties in Vidant Medical Center or in other Vidant Health facilities must also comply with applicable Vidant COVID-19 vaccination requirements. Employees subject to COVID-19 vaccination requirements at both ECU and Vidant must submit requests for medical and/or religious exemptions to both entities, unless the employee authorizes ECU to share this exemption request and supporting documentation with Vidant. Vidant and ECU may reach different decisions regarding exemption requests and accommodations. Differences in circumstances regarding their respective patient populations and environments may lead to different determinations about whether or not unvaccinated individuals can safely work in ECU and Vidant clinical spaces.

By signing here, I authorize ECU to share my request for exemption and supporting documentation with Vidant.

Signature: _____

Date: _____

Previous exemptions for vaccines on file in the Office of Prospective Health or elsewhere do not carry over in the COVID-19 exemption process. New exemption forms must be submitted.

The recommendations in this document represent the state of the Coronavirus literature and recommendations as of Aug. 10, 2021, to the best of medical certainty, and are subject to updating in the future.

ECU COVID-19 Vaccination Exemption Request

Name:

Banner#:

Date:

Department:

Job Title:

Manager:

Work Status:

Onsite

Remote

Hybrid

I have attached and/or will provide supporting documentation to this request. I understand the deadline to submit acceptable medical documentation as the basis for an exemption is Nov. 1, 2021 and that exemption forms will not be considered after that date.

My signature on this form is my attestation that I am requesting an exemption in good faith, and the information I am providing or causing others to provide on my behalf is true and correct. I understand that providing false or misleading information may be grounds for corrective action up to and including separation from employment.

Signature:

Date:

EXEMPTION CERTIFICATION SECTION

_____ MEDICAL EXEMPTION

_____ Severe allergy to any a component of the COVID-19 vaccine (supporting documentation required)

_____ Pregnancy (supporting documentation and expected due date required)

_____ History of COVID-19 evidenced by a positive serology (Spike protein antibody) dated within the last 6 months from a CLIA-approved laboratory.

_____ Other: _____

(Please see attached supporting documents)

OFFICIAL USE ONLY:

Documentation Received on: _____

Approved Time Limited Re-evaluation date: _____

Denied (reason for denial)

Accommodation Guidance from the Job Accommodation Network: The employer may gather information about the employee’s medical condition to determine if the employee has a disability and whether there is a reasonable accommodation that will eliminate or reduce any risk associated with working while unvaccinated that does not pose an undue hardship to the employer. Reasonable accommodation solutions can be explored using information about an employee’s essential job duties, the work environment, and nature of the workforce.

According to the Equal Employment Opportunity Commission (EEOC), if an employee cannot comply with an employer’s mandatory COVID-19 vaccination policy because of a disability and they cannot be reasonably accommodated to safely work, then the employer may exclude the unvaccinated employee from the workplace. This does not necessarily mean, however, that the employee may be terminated. The employer should determine if the employee is entitled to other accommodations, such as remote work, and if protections under other federal, state, or local laws apply.

Provider _____

Signature: _____

Date:

ADA Meeting Representative:

Date: _____

Testing Interval Bi-weekly Monthly Other _____
Remove from immunocompromised patients: