

COVID-19 Vaccination Policy - Frequently Asked Questions

To support the health and well-being of UC students, faculty and staff and our communities, the University of California, in consultation with UC Health leadership, issued a system-wide SARS-CoV-2 (COVID-19) Vaccination Program Policy requiring all members of the UC community to be [fully vaccinated from the COVID-19 virus in order to work or access UC facilities](#).

1. Who at UC ANR will be affected?

The COVID-19 Vaccination Program Policy applies to UC academic, staff and student employees and volunteers who regularly work in UC ANR workplaces.

2. Does the UC Vaccination Program Policy apply to UC ANR Emeriti?

Yes, academic emeriti will be required to be vaccinated for COVID-19 and provide documentation of their vaccination if they intend to regularly access UC ANR facilities and workplaces.

3. Does the UC Vaccination Policy apply to Volunteers, Program Participants, County-paid employees, Contractors or Visitors to UC ANR facilities and offices?

The UC President's order applies to UC academic, staff and student employees. After careful reading of the Policy, it was concluded that UC ANR volunteers and participants are considered "Covered Non-affiliates" under the definitions of the policy, thus allowing UC ANR to set vaccination requirements consistent with local public health guidance. Volunteers will be impacted only if they are working in a similar capacity to UC ANR employees and are doing so on-site. For example, volunteers who staff a telephone help line or information booth at an ANR workplace and are working side-by-side with UC ANR employees will need to be vaccinated and comply with the policy. It was also interpreted that County employees, contractors, or visitors are excluded from this Policy. See below for detailed analysis of each group.

Volunteers

Based on the definition of "official volunteer" that is referenced in the policy, most ANR's volunteers are not Covered Individuals; instead, the definition of Covered Non-affiliates fits better. Conclusion: Only volunteers who perform work similar to an employee and onsite at county offices or other ANR facilities are considered Covered Individuals who must be vaccinated to be physically present onsite.

Participants or Visitors

Participants in UC ANR programs or visitors to UC ANR locations are not students as defined in the Policy or as referenced in Policies Applying to Campus Activities, Organizations and Students (PACAOS). The Policies Applying to Campus Activities, Organizations and Students are a compendium of University-wide policies relating to student life. Participants in UC ANR programs are not enrolled in or registered with an academic program. Conclusion: Participants in our programs also fall within the definition of Covered Non-Affiliates.

County Employees or Contractors

County Employees are not UC employees as defined within this policy because their data is not part of the payroll system. UC ANR may not bar them from their respective workplaces and will not impose any disciplinary action. Conclusion: County employees are excluded from this policy.

COVID-19 Vaccination Policy - Frequently Asked Questions

“Covered Non-affiliates,” including UC ANR volunteers, program participants, and visitors, may be required to follow Non-Pharmaceutical Interventions (NPIs), when participating in UC ANR programs or visiting UC ANR locations. NPI’s include measures such as symptom surveys; wearing personal protective equipment or face coverings; physical/social distancing; frequent handwashing and cleaning; or other measures consistent with applicable public health guidance.

4. When will the Policy become effective?

Employees at UC ANR are being asked to complete the [COVID-19 Vaccine Tracking Status Survey](#) by July 15, 2021. For UC ANR, the rest of the policy will be implemented by September 1, 2021.

5. How can I get vaccinated?

All Californians aged 12 or over are eligible to receive the COVID-19 vaccine. To make an appointment to get the vaccine, visit <https://myturn.ca.gov/> or <https://vaccinefinder.org/> or your local health department website to find a provider near you and make an appointment.

6. Where can I get more information about vaccines?

See the [UC ANR Vaccine Information](#) website for educational information and links to other resources.

7. How will UC ANR monitor and confirm that an employee or volunteer has been fully vaccinated?

UC ANR employees and included volunteers will take the [COVID-19 Vaccine Tracking Status Survey](#) and provide proof of being fully vaccinated.

8. What kind of document will I need to submit to show that I am fully vaccinated?

You will need to submit a copy of the vaccination card (proof of vaccination) given to you by your healthcare provider showing that you have completed the vaccination process. When you are fully vaccinated, the proof of vaccination card given to you will show your name, date of birth, date of the first shot and second shot (in two-dose vaccine,) or the date the one-shot dose was given and the identifying information about the vaccine you took.

9. Will UC pay for the COVID-19 vaccination for UC ANR employees?

All UC-sponsored health plans cover the administration of the COVID-19 vaccine at no cost to employees. The vaccine is also available at pharmacies and other healthcare agencies and providers at no cost.

10. What if proof of vaccination is not available/lost or impossible to get from local health authorities?

Health care providers will keep their own records, from which a duplicate card or certification can be made. The UC ANR [COVID-19 Vaccination website](#) has links to resources for replacing a lost COVID-19 vaccination record card.

COVID-19 Vaccination Policy - Frequently Asked Questions

11. How will UC ANR monitor employees from other UC campuses who are working regularly on UC ANR worksites?

Employees who regularly work at UC ANR facilities will also use UC ANR's [COVID-19 Vaccine Tracking Status Survey](#) along with submitting proof of being fully vaccinated.

These employees will need to comply with both the UC ANR requirements and their local campus monitoring protocol. For example, a UC Riverside employee who works regularly at a UC ANR Research and Extension Center will use UC ANR's symptom screening survey in addition to any verification process required by the UC Riverside campus.

12. Will UC require boosters for vaccine if six months have gone by since you were first vaccinated?

Boosters are not currently required however it is possible if a booster is announced in order to ensure full and ongoing vaccination, UC will likely require it. We will share more information as it becomes available.

13. How will Directors know who can continue to work onsite safely, how is verification of vaccination going to be shared?

Human Resources will not share an employee's vaccination status. However, should an employee require an accommodation or additional safety equipment to work on-site, we will share that information as soon as possible. Thus, if employees must wear a mask, respirator, or other PPE when working onsite, the supervisor or director for that location will be provided information about that accommodation.

Directors may reach out to employees to ask them to fill out the [COVID-19 Vaccine Tracking Status Survey](#) and ask employees if they can work on site safely and within UC policy.

Should any employee not be in compliance with UC Policy, Human Resources will provide support to the director to assist.

14. Is there a penalty or consequence for UC ANR academics and staff if they do not get vaccinated?

Coordinate with Dave Ritz, daritz@ucanr.edu, to request an exemption or accommodation to the vaccine requirement. Employees who choose not to be vaccinated, and have no approved exemption, will be barred from entering any UC workplace after the full implementation date of the policy and may face disciplinary actions.

15. How can employees request an exemption or an accommodation to the COVID-19 vaccination requirement?

David Ritz, daritz@ucanr.edu, UC ANR's Vocational Rehabilitation Coordinator, is the primary contact for UC ANR employees to request a medical exemption or an accommodation. Dave is available for confidential consultations with employees and will provide employees with the appropriate documentation as needed. The latest version of the policy, posted at the following website link, contains forms that will be used to request a medical exemptions, religious exception, or deferral. See Appendix D at: <https://policy.ucop.edu/doc/5000695/SARS-Cov-2>

COVID-19 Vaccination Policy - Frequently Asked Questions

Once an exception or accommodation is approved, as a condition of Physical Presence, you must observe local Non-Pharmaceutical Interventions including:

- following your location's COVID-19 Prevention Plan
- completing the daily Clearance to Work Survey on each day that you are working in-person
- wearing a mask/face covering in compliance with UC ANR [Mask Protocol](#)
- completing weekly testing for COVID-19 (UC ANR will provide additional instruction on local testing resources and methodology)
- In some cases, additional specific NPIs may be required depending on your local health authority guidelines, job duties, program-specific COVID-19 safety protocols, or other risk factors.

16. If I get vaccinated, will I be able to return to work, gather with others, or stop wearing a mask?

This depends on current public health guidance and workplace safety standards. Mask requirements were relaxed for several weeks in June and July 2021, then were reinstated in many areas for all persons working indoors, regardless of vaccination status. There are also certain higher risk settings, such as public transit, schools, healthcare, etc. where masks are required for all persons, regardless of vaccination status. See [CDPH mask guidance](#) and [UC ANR Mask Protocol](#) for more information. Some UC ANR work locations may require masks of all persons, based on local health orders or location-specific guidelines.

17. If I have been vaccinated, do I need to quarantine if I have been exposed to someone who has COVID-19?

Based on current public health guidance, persons with an exposure to someone with suspected or confirmed COVID-19 are not required to quarantine if they fully vaccinated (i.e., ≥ 2 weeks following receipt of the second dose in a 2-dose series, or ≥ 2 weeks following receipt of one dose of a single-dose vaccine) and do not have COVID-19 symptoms.