



Wastewater
Treatment



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WASTEWATER
TO RESOURCES



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Rescind Mandatory COVID-19 Vaccination Policy No. 1081

Board of Directors Special Meeting
August 17, 2023

Background

- District implemented Policy No. 1081, “Mandatory COVID-19 Vaccination for All District Employees” per Board direction in October 2021
 - Provision for employees to request a medical or religious exemption from vaccination requirement with reasonable accommodations (i.e., weekly COVID-19 testing, face coverings)
 - District engaged in meet and confer process with bargaining units
 - Effective December 1, 2021
- Board approved amended policy in November 2022 to remove weekly testing requirement for exempted staff
 - District previously eliminated face covering requirement as accommodation
- Staff is proposing that Policy No. 1081 be rescinded based on current conditions

Current Conditions

Rationale for Rescinding Policy



- Contra Costa County emergency order rescinded in February 2023 (federal/state by May 2023)
- County Administrator's Office rescinded County's Mandatory Vaccination Policy, effective July 3, 2023
- On February 3, 2023, Cal/OHSA adopted COVID-19 Prevention Non-Emergency Regulations that govern responses to COVID cases in workplace
 - Provides direction to employers related to preventing spread of COVID-19 in workplace and outbreak response
 - Defines protocols for exclusion of employees with COVID-19 (or close contacts) from workplace
 - Key Outcome: **Cal/OSHA does not consider vaccination status** when determining workplace response actions

Current Conditions

Rationale for Rescinding Policy



- District has not verified vaccination status since December 2021
 - Similar to Contra Costa County, Policy No. 1081 relies on initial status reporting (i.e., no proof of subsequent booster shots)
- District still requires all new hires to provide proof of COVID-19 vaccination (accepts proof from early 2021)
- District would engage in meet and confer process to develop a new policy (COVID-19 or other) if conditions are warranted in future

Recommendation/Next Steps



- Rescind Policy No. 1081
 - Follows District practice of regularly aligning management actions with federal, state, and local COVID-19 guidelines
 - Reasonable accommodations will no longer be required for employees with exemptions
 - No concerns identified by bargaining units
- District would cease notifying job candidates and requiring new hires to provide proof of vaccination
- District would also rescind Policy No. 1082 requiring vaccinations for District contractors/consultants/vendors working on District property (under GM authority)