



Health Care Provider and Health Care Staff Vaccine Rule FAQs *(Updated 09-19-2022)*

Below are answers to frequently asked questions (FAQ) about Oregon Administrative Rule (OAR) [333-019-1010](#), COVID-19 Vaccination Requirement for Health care Providers and Health care Staff in Health care Settings. These FAQ may be intermittently updated.

*New or updated question

Q: Does the rule apply to dentists and dental care? That is not listed in the definition of health care setting.

Yes. Dentists in dental offices are subject to this rule. Dentists are health care providers and health care staff. Dental care is considered physical health care and a dentist clinic is considered a health care setting. Dental staff who are working, learning, studying, assisting, observing, or volunteering in the dental clinic providing direct patient care or have the potential for direct or indirect exposure to patients or infectious materials are also subject to the rule.

Q*: What does it mean to be fully vaccinated?

Being fully vaccinated means having received both doses of a two-dose COVID-19 vaccine or one dose of a single-dose COVID-19 vaccine and at least 14 days have passed since the individual's final dose of COVID-19 vaccine. The two-dose vaccines are Pfizer, Novovax and Moderna and the one-dose vaccine is Johnson & Johnson. In addition, any vaccine on the World Health Organization's (WHO) Emergency Use Listing (EUL) is acceptable under the rule. If you received your vaccine outside of the United States, review [this infographic](#) for more information on acceptable vaccines.

Q: Does the rule apply to employees of retail stores with pharmacies like Walgreens or Bi-Mart pharmacy employees?

Yes, for pharmacy employees only (including administrative staff that work at the pharmacy) if they are engaged in direct patient care or have the potential for direct or indirect exposure to patients.

Q: Which disciplines count as health care workers?

The definition of health care provider is intentionally very broad and includes individuals, paid and unpaid, working, learning, studying, assisting, observing or volunteering in a health care setting providing direct patient or resident care or who have the potential for direct or indirect exposure to patients, residents, or infectious materials, and includes but is not limited to any individual licensed by a health regulatory board as that is defined in ORS 676.160, unlicensed caregivers, and any

clerical, dietary, environmental services, laundry, security, engineering and facilities management, administrative, billing, student and volunteer personnel.

Q: Are both school based health center staff and school nurses hired by the school required to comply with the rule?

Yes.

Q*: Are health care staff working in prison, jail, youth correctional facility or juvenile detention facility where health care is routinely provided included in this rule?

Yes.

Individuals in state-owned, county and city correctional facilities that are working or assisting in a health care setting within a prison, jail, youth correctional facility or juvenile detention facility who have the potential for direct or indirect exposure to a patient or resident, or infectious materials must comply with the rule. If individuals are ONLY providing direct/indirect care in areas of the correctional facility that would not fall within the definition of “health care setting” as defined in the rule, then the rule would not apply.

Q: If a jail provides medication to an adult in custody (AIC) in a jail cell, or does a medical intake screening in an AIC’s cell, does that make jail cells health care settings under the Oregon Health Authority’s health care provider vaccination rule?

No. The definition of health care setting is broad, but it was intended to apply to settings where health care is routinely provided, or temporary sites such as mobile clinics or ambulances. But here, a jail cell is more like a private “residence” and a private residence is not a health care setting unless it is licensed, registered or certified as one of the facilities or homes that are listed in the definition of health care setting.

Q: Does the rule apply to health care providers that only provide care in private residences (for example, doulas, home health aides, therapists, home health care workers, in-home care workers, hospice workers, etc.)?

No, the rule does not apply to health care providers that only provide care in private residences if the health care provider only provides care in private residences, and none of those residences are licensed, registered or certified as a home or facility described in the definition of health care setting that is in the [rule](#). For example, an in-home care worker providing care at an apartment complex is not subject to this rule. However, an in-home care worker who provides care at a licensed adult foster home, is required to comply with the rule.

Q: If I am a licensed professional, like a licensed cosmetologist, who provides services to clients in health care settings like hospitals or long-term care facilities, does the health care provider and health care staff vaccination requirement apply to me?

Yes. Any individual working or assisting in a health care setting who has the potential for direct or indirect exposure to a patient or resident, or infectious materials, is subject to the health care provider and health care staff vaccination requirement.

Q*: Does the rule apply to staff working 100% remotely?

No, however, OHA recommends that individuals stay up to date with all vaccine recommendations, including boosters. A health care provider who does not provide direct in-person patient care and does not have the potential for direct or indirect exposure to patients, residents, or infectious materials, is not subject to the vaccine requirement in [OAR 333-019-1010](#). However, if a health care provider at any time does in-person patient care or, for work purposes, is at a health care setting where they do have the potential for direct or indirect exposure to patients, residents, or infectious materials, that provider is required to comply with the rule.

Q: If I have more than one employer or volunteer for more than one employer, do I have to provide proof of vaccination or an exception request form to each employer?

Yes.

Q: Are licensed EMS providers covered under the rule?

EMS providers who are licensed by the Oregon Health Authority and who work, learn, study, assist, observe or volunteer in a health care setting providing direct patient or resident care or who have the potential for direct or indirect exposure to patients, residents, or infectious materials, are subject to the health care provider vaccination rule requirements. A health care setting includes any place where health care is delivered, and would include where an EMS provider provides care, like an ambulance.

Q: Are Non-Emergency Medical Transport (NEMT) drivers subject to the Oregon Health Authority's (OHA) health care provider/health care staff vaccination requirement?

OHA encourages all individuals to get vaccinated against COVID-19. It is the best way to protect themselves and the people around them from COVID-19. However, right now NEMT drivers are not subject to OHA's health care provider vaccination rule. A NEMT driver's vehicle is not a health care setting as that is defined in OHA's rule, and while NEMT drivers do have direct contact with patients, they are not providing health care.

Q: Are fire fighters covered under the rule?

If a firefighter is licensed by the Oregon Health Authority as an emergency medical services provider (EMSP), at any level, and a fundamental part of their job is responding to medical emergencies and providing medical care at the scene of a medical emergency, then yes that firefighter is subject to the health care provider vaccination rule. Firefighters routinely respond to 911 medical emergency calls and are the first on the scene, before an ambulance, and provide medical care. Temporary sites where health care is provided is included in the definition of a health care setting.

Therefore, licensed EMSPs are health care providers working in a health care setting and they must comply with the rule.

Q: Are police, who have some medical training, or are licensed health care providers covered under the rule?

Probably not. While a police officer may have some medical training, or may even be a licensed health care provider, it is likely not a fundamental part of their job to provide direct or indirect medical care in a health care setting. If a police officer has a job that by definition requires them to provide medical care to individuals, then the rule likely does apply.

Q: Does the rule apply to veterinarians who practice in veterinary clinics?

No. The rule applies to health care providers and staff in health care settings. A veterinary clinic is not a health care setting and therefore the rule does not apply to veterinarians who provide care to animals in a veterinary care setting.

Q: Does the rule apply to Developmental Disability settings?

Many DHS-licensed or regulated facilities are likely covered by this rule. If there are individuals providing direct patient or resident care or have the potential for direct/indirect exposure to patients or residents, and the DHS-licensed facility is a place where health care is delivered, then it is subject to the rule unless specifically exempted from the meaning of health care setting.

Q: Does the rule apply to care coordinators or case managers?

If the care coordinator or case manager does not provide any patient care or have the potential for direct or indirect exposure to patients or residents, then no. For example, a case manager who speaks only to patients or residents over the phone and works out of an office and does not provide direct patient care is not subject to this rule requirement. However, if a care coordinator or case manager at any time does in-person patient care or, for work purposes, is at a health care setting where they do have the potential for direct or indirect exposure to patients, residents, or infectious materials, that individual is required to comply with the rule. The Oregon Health Authority encourages all health care providers and all eligible Oregonians to get vaccinated in order to protect themselves and others.

Q: Does the rule apply to language pathologists, occupational therapists and audiologists?

Yes, if they work, learn, study, assist, observe, or volunteer in a health care setting providing direct patient care or have the potential for direct or indirect exposure to patients, unless they work in a setting that is excluded from the definition of a health care setting, or is providing care in a person's private home and the home is not otherwise licensed, registered, or certified as a facility or home as described in the rule.

Q*: Are staff that provide WIC services considered health care providers or health care staff working in a health care setting?

Yes. WIC staff providing client services in WIC clinics carry out health assessments, health screening, weigh clients, provide breastfeeding education and counseling and provide other health care related services and have direct contact with clients. OHA's health care provider vaccination rule applies to health care providers and staff working in health care settings, so it applies to WIC staff in these settings.

Q: Are licensed massage therapists required to be vaccinated under OHA's health care provider vaccination rule?

It depends. Whether a massage therapist is subject to OHA's health care provider vaccination rule depends on where they are practicing massage. The definition of health care setting is broad, but it was intended to apply to settings where health care is routinely provided, or temporary sites such as mobile clinics or ambulances. Some settings where massage therapists are practicing are likely health care settings, but others not. For example, massage settings within in other health care settings like a doctor's office or acupuncture office are health care settings and providers and staff are subject to the rule. Spas are not health care settings and massage areas in spas are not subject to the rule. Massage practices that are not located in health care settings may still require employees to obtain COVID-19 vaccination.

Q: Are AAA (Area Agencies on Aging) staff who regularly and routinely see clients in health care settings like hospitals, long-term care facilities, and assisted living facilities subject to the Oregon Health Authority's health care provider vaccination rule?

Yes. AAA staff would fall within the definition of "health care providers and health care staff" because they work and assist residents who are their clients, in a health care setting and have direct contact with those residents.

Q: Are AAA (Area Agencies on Aging) staff who only see clients in a AAA office subject to the Oregon Health Authority's health care provider vaccination rule?

The Oregon Health Authority (OHA) encourages everyone to get vaccinated. It is the best way to protect themselves, their clients, and the public. However, unless an AAA office is located inside a health care setting like a health care facility, AAA staff who only work at the office would not be subject to OHA's health care provider vaccination rule.

Q: Does this rule apply to health care providers and health care staff working or providing care in health care facilities on tribal lands?

No. This rule does not apply to health care settings operated on tribal lands or health care providers or health care staff operating in those health care settings. As sovereign nations, federally-recognized Tribes may adopt their own rules and requirements.

Q: Are security personnel that work in a health care facility covered by this rule?

Yes, if those personnel fit within the definition of health care provider/staff and are working in a health care site where care is provided, then the rule applies to those personnel. Health care providers and health care staff means individuals, paid and

unpaid working, learning, studying, assisting, observing or volunteering in a health care setting providing direct patient or resident care or who have the potential for direct or indirect exposure to patients, residents, or infectious materials.

Q: If my job requires me to enter a health care setting on a periodic basis, like delivering mail or stocking vending machines, or I have a temporary construction job at a doctor's office or hospital, or I sometimes repair air conditioners at health care facilities, and because I have to walk through an area where there are patients, clients or residents, am I a health care provider or health care staff person subject to the Oregon Health Authority's vaccination rule?

Likely no but the Oregon Health Authority (OHA) encourages everyone to get vaccinated against COVID-19. Individuals who have a job that is not related to the provision of health care, but which at times takes them to health care settings are not intended to be included in OHA's rule. The rule is intended to apply to individuals who routinely and regularly work, learn, study, assist, observe or volunteer in a health care setting, who actually provide direct patient or resident care, or because of their proximity to patients or residents or infectious materials, are at risk of contracting COVID-19. If you are not sure whether the vaccination rule applies to you, you should err on the side of getting vaccinated. An individual responsible for a health care setting should ensure that everyone, whether they are subject to the vaccination requirement or not, takes other precautions against COVID-19 such as wearing high-quality masks, physical distancing and regular handwashing.

Q: Does the health care worker vaccination rule apply to temporary staff?

Yes. The rule applies to any individual paid and unpaid, working, learning, studying, assisting, observing or volunteering in a health care setting providing direct patient or resident care or who have the potential for direct or indirect exposure to patients, residents, or infectious materials, and includes but is not limited to any individual licensed by a health regulatory board as that is defined in ORS 676.160, unlicensed caregivers, and any clerical, dietary, environmental services, laundry, security, engineering and facilities management, administrative, billing, student and volunteer personnel.

Q: Are Traditional Health care Workers subject to the health care worker vaccination rule and required to get vaccinated?

Yes, if traditional health care workers fall within the definition of health care providers and staff and are working in a health care setting.

Q: What is a health regulatory board as defined by ORS 676.160?

The rule says that a health care provider includes, but is not limited to, individuals licensed by a health regulatory board as that is defined under [ORS 676.160](#). What are those boards?

A "health professional regulatory board" means the following, so any individual licensed by one of these boards is a health care provider under the rule:

- (1) State Board of Examiners for Speech-Language Pathology and Audiology;
- (2) State Board of Chiropractic Examiners;
- (3) State Board of Licensed Social Workers;
- (4) Oregon Board of Licensed Professional Counselors and Therapists;
- (5) Oregon Board of Dentistry;
- (6) State Board of Massage Therapists;
- (7) State Mortuary and Cemetery Board;
- (8) Oregon Board of Naturopathic Medicine;
- (9) Oregon State Board of Nursing;
- (10) Oregon Board of Optometry;
- (11) State Board of Pharmacy;
- (12) Oregon Medical Board;
- (13) Occupational Therapy Licensing Board;
- (14) Oregon Board of Physical Therapy;
- (15) Oregon Board of Psychology;
- (16) Board of Medical Imaging;
- (17) Oregon State Veterinary Medical Examining Board; and
- (18) Oregon Health Authority, to the extent that the authority licenses emergency medical services providers.

Q: Are state employees working at state-operated facilities required to get vaccinated?

Generally, no. On April 1, 2022, Governor Brown lifted the requirement for state workers to obtain vaccination. However, state workers who are health care personnel and staff working in health care settings are subject to [OAR 333-019-1010](#) (COVID-19 Vaccination Requirement for Health care Providers and Health care Staff in Health care Settings) and are required to obtain vaccination, or have an approved exception.

Q: What if an individual can provide written proof of history of COVID-19 disease, is that sufficient to meet the vaccination requirement?

No. Proof of history of COVID-19 disease as a substitute for vaccination is not allowed under the rule.

Q: If a licensed provider refuses to comply, would it affect their license?

Possibly. The provider should check with their licensing board, as that is regulated by individual licensing boards.

Q: What reporting will be required to ensure compliance?

No active reporting to OHA is required. Documentation must be maintained for at least two years and must be provided to the Oregon Health Authority upon request.

Q: What types of vaccination proof are acceptable?

Documentation provided by a tribal, federal, state or local government, or a health care provider, that includes an individual's name, date of birth, type of COVID-19 vaccination given, date or dates given, depending on whether it is a one-dose or two-dose vaccine, and the name or location of the health care provider or site where the vaccine was administered. Documentation may include but is not limited to a COVID-19 vaccination record card or a copy or digital picture of the vaccination record card, or a print-out from the Oregon Health Authority's immunization registry.

Q: How will OHA enforce this rule?

OHA may issue civil penalties to employers of health care providers or health care staff, contractors or responsible parties who violate any provision of the rule, of \$500 per day per violation.

Q: Does OHA expect employers to take action if employees do not get vaccinated?

Yes, because it is unlawful for an employer to employ, contract with, or accept the volunteer services of health care providers or health care staff persons who are working, learning, studying, assisting, observing or volunteering at a health care setting unless the health care providers or health care staff persons are fully vaccinated against COVID-19 or have a documented medical or religious exception.

Q: By when do health care providers and staff have to come into compliance with the rule?

Health care providers and health care staff were required to obtain vaccination no later than October 18, 2021, to come into compliance with the rule. A health care provider or health care staff person may not work, learn, study, assist, observe, or volunteer in a health care setting unless they are fully vaccinated or have provided documentation of a medical or religious exception.

Q: If my employees don't comply and I let them go, does my unemployment coverage go up?

This is not a question that the Oregon Health Authority can answer. You should reach out to the Oregon Employment Department for information about unemployment.

Q: If an employee is let go for not vaccinating, are they eligible for unemployment?

This is not a question that the Oregon Health Authority can answer. You should reach out to the Oregon Employment Department for information about unemployment.

Q: At a county jail, who is responsible for keeping records, the jail or the county?

Employers, contractors, and responsible parties must maintain proof of vaccination or a request for an exception from every vaccinated provider.

Q: Are employers liable if they don't enforce the vaccine requirement and an employee gets sick with COVID-19?

Employers should consult with their legal counsel on issues of legal liability. Employers are subject to civil penalties for not complying with the rule.

Q: Can an employer terminate an employee for refusing to comply with the rule?

Employers must follow their existing personnel processes in determining employee discipline issues, including termination decisions.

Further, while employers may generally discipline or terminate an employee who refuses to follow workplace requirements, employers must ensure that any disciplinary action or termination does not run afoul of anti-discrimination laws. Employers may be required to reasonably accommodate individuals who are unable to comply with the law for medical reasons or for sincerely held religious belief, unless the accommodation would create an undue hardship to the employer or a direct threat to the employee or others.

Similarly, an employer may not discipline or terminate an employee who complains about actions that the employee believes violate local, state, or federal laws. While an employer may be able to discipline or terminate an employee who refuses to comply with this rule, an employer may not discipline or terminate an employee for questioning the legality of the rule.

Q: As an employer of health care providers and health care staff, if staff who are not vaccinated and who don't have a documented exception are not permitted in or at a health care setting and therefore do not have direct or indirect contact with patients or infectious material, do I have to terminate their employment in order to be in compliance with the OHA's health care provider/health care staff vaccination requirement?

An employer of health care providers and health care staff does not need to terminate unvaccinated health care providers or health care staff without approved exceptions if the employer instead chooses to put such providers or staff on leave or otherwise prohibits them from working, learning, studying, assisting, observing or volunteering in the health care setting at any time.

Q: Are employees required to get vaccinated during their regular work hours? If they have to get vaccinated outside of their work hours, are employers required to pay for the employee's time?

No, the rule does not require covered employees to obtain vaccination during regular work hours, though an employer could offer or require employees to obtain vaccination during the workday. Regarding whether the time for vaccination is compensable, the Oregon Bureau of Labor and Industries has an FAQ that covers this

topic, available at <https://www.oregon.gov/boli/workers/Pages/covid-vaccine.aspx>. Finally, additional requirements may apply to employers who are subject to collective bargaining agreements or employment contracts.

Q: Can employers or staff with access to the Oregon Health Authority’s (OHA’s) immunization registry (ALERT IIS) verify employee or volunteer vaccination status directly in ALERT IIS?

No. Oregon law does not permit an employer who is an authorized user of ALERT IIS to use the system to look up COVID-19 vaccination information on employees or staff. Accessing ALERT IIS for this purpose violates the user agreement.

Q: Are workers at Behavioral Rehabilitation Service (BRS) facilities for youth that are NOT funded by DHS subject to this rule?

Yes.

Q: Does the health care provider vaccination rule apply to employees that work in stores with pharmacies but are not pharmacy employees?

No. The rule doesn’t apply to employees (those that stock the store, work the cash register, etc.) of retail stores with pharmacies that aren’t considered pharmacy employees.

Q: Does the health care provider vaccination rule apply to outdoor first responder volunteers, such as ski patrollers and, search and rescue volunteers?

Yes, if the first responders are licensed emergency medical services providers.

Q: Is the employer responsible for ensuring vaccination and exception documentation is authentic?

The employer is not required to take additional steps to verify that the documentation of vaccination status is authentic. An employer should consult with their legal counsel if they want to take steps to ensure documentation is authentic.

Q: If an employee's vaccine record shows a first vaccine dose from Moderna and a second vaccine dose from Pfizer, is the employee considered fully vaccinated 14 days after the second vaccine dose?

Yes.

Q: What is the difference between an “exception” and an “exemption” from a vaccine requirement?

The ADA and related state disability protection laws as well as state and federal laws regarding religious accommodations may enable exceptions to work rules through a reasonable accommodation process. Under [OAR 333-019-1010](#), if an exception to the vaccine mandate is granted in a particular situation, there will be other measures implemented as part of the reasonable accommodation process to limit transmission of COVID-19. Accordingly, religious and medical exceptions will not operate to **exempt** health care providers and staff in health care settings from the vaccine rule,

but instead will be a starting place for an interactive process to determine whether an exception can be granted with other safety measures in place.

Q: What documents/proof are required for a religious or medical exception?

For a religious exception, an individual must fill out and sign the [COVID-19 Religious Exception Request Form](#). The exception request must be on the basis of a sincerely held religious belief and must include a statement describing the way in which the vaccination requirement conflicts with the religious observance, practice, or belief of the individual.

For a medical exception, an individual and their health care provider must fill out and sign the [COVID-19 Medical Exception Request Form](#). The health care provider must certify that the individual has a physical or mental impairment that limits the individual's ability to receive a COVID-19 vaccination based on a specified medical diagnosis, and specify whether the impairment is temporary in nature or permanent.

Similar forms may be used, instead of the OHA forms, but the forms must contain all of the same information that is required in the OHA forms. Individuals should check with their employers to determine if there is a similar form that can be used.

Q: Where can I access the form that I need to fill out to request a medical or religious exception from the vaccine requirement?

Individuals can access forms at the following links:

[COVID-19 Vaccine Medical Exception Request Form](#)

[COVID-19 Vaccine Religious Exception Request Form](#)

Q: What medical conditions would exclude someone from vaccination?

Medical exceptions are at the discretion of the medical provider. See the [CDC list of contraindications to vaccination](#).

Q: If an employee refuses to complete an OHA exception form and instead just emails the employer, is the rule violated? May the employer complete the exception form with the emailed information?

Individuals seeking an exception from the COVID-19 vaccination requirement are required to fill out and submit to their employer a request for an exception using a prescribed Oregon health Authority (OHA) exception request form, or a similar form that contains the same information required in the OHA form. It is possible an employer will have additional steps for requesting an exception or additional measures required in connection with exceptions.

Q: Must employees use the OHA exception forms, or can they accept other types of documentation (i.e. doctor's note, email stating a religious exception)?

Under [OAR 333-019-1010](#), an individual must seek an exception using a form prescribed by the Oregon Health Authority, or a similar form that contains the same information required in the OHA form.

Q: What documentation is required for an exception for a sincerely held religious belief?

There is no specific verification documentation required to request an exception for a sincerely held religious belief. However, individuals are required to provide all of the information asked for in the form, including identifying the sincerely held religious belief that prevents them from receiving a COVID-19 vaccination and how that belief affects their ability to receive the vaccination. For a more detailed discussion about employer inquiries into the religious nature or sincerity of belief held by an employee, see 12-I-A at: https://www.eeoc.gov/laws/guidance/section-12-religious-discrimination#h_25500674536391610749867844.

Q: As a health care provider, can I sign my own medical exception request form?

No. A medical exception must be corroborated by a document signed by a medical provider who is not the individual seeking the exception.

Q: Is an interactive process by an employer or other responsible person required for individuals who request a religious exception based on a sincerely held religious belief?

Yes, an employer is generally obligated to engage in an interactive process to explore reasonable accommodation(s). This process is important because an accommodation is not limited to what may be requested by the employee and additional information may be needed to determine if an accommodation is an undue hardship for the employer or if the employee would pose a direct threat in the workplace (even after other safety measures have been implemented).

Q: I am requesting an exception to the vaccination requirement. Where do I submit my exception request form?

Employees, contractors and volunteers should submit their exception request forms to their employers following procedures laid out by their employer. General instructions for filling out the forms can be found [here](#). DO NOT submit exception request forms to the Oregon Health Authority.

Q: I am fully vaccinated. Where do I submit my proof of vaccination to comply with the rule?

Employees, contractors and volunteers should submit their proof of vaccination to their employers following procedures laid out by their employer. DO NOT submit proof of vaccination to the Oregon Health Authority.

Q: I am self-employed. Where do I submit my proof of vaccination or exception request form?

Self-employed individuals must keep records of their proof of vaccination or exception request form in accordance with the [rule](#). Under the rule, documentation must be:

- (a) Maintained in accordance with applicable federal and state laws;
- (b) Maintained for at least two years; and
- (c) Provided to the Oregon Health Authority upon request.

Q: What are some examples of accommodations or safety measures employers may require for employees who are unable to be vaccinated due to medical conditions or religious beliefs.

Among possible safety measures, as part of granting an exception to the vaccine requirement, an unvaccinated employee, contractor or volunteer entering the workplace might be required to wear an N95 face mask, be physically distanced from others while at the workplace, work a modified shift when there are fewer individuals at the workplace, get periodic tests for COVID-19, be given the opportunity to telework, or finally, accept a reassignment. Safety measures that an employer imposes will depend on the employee's position duties and work environment among factors. If feasible, employers may consider granting certain accommodations on a temporary basis and reviewing again after a specified period. For more information about accommodations see Questions K.2 and K.6 at:

<https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws#D>.

Q: Does an employer have to grant the exception and provide an accommodation or can an employer terminate the employment of someone who requests an exception?

Relevant workplace laws including Title VII, the ADA, and state law equivalents generally require an employer provide reasonable accommodations for employees who, because of a disability or a sincerely held religious belief, request an exception from the vaccine mandate. After engaging in an interactive process, an employer may determine an accommodation is an undue hardship or the employee poses a direct threat in the workplace that cannot be reduced to an acceptable level or eliminated by reasonable accommodation. If an accommodation cannot be provided, whether termination is appropriate is an employer decision and may be subject to provisions in collective bargaining agreements, where applicable, or employer policies.

Q: What is the process for submitting and maintaining exception forms?

Individuals should refer to the [Instructions for filling out the COVID-19 Medical Exception Request Form and the COVID-19 Religious Exception Request Form](#) to understand where to submit exception forms. Exception forms must be filled out and submitted to the individual's employer or other responsible person. DO NOT send these forms to the Oregon Health Authority. The individual's employer or other responsible person is required to maintain the documentation for at least two years and provide it to the Oregon Health Authority upon request.

Q: Can an employer create policies that are more restrictive than the rule, for example, require weekly testing for unvaccinated, require vaccination of remote

employees, enact increased health-plan cost sharing for unvaccinated employees?

Yes. In connection with your exception request, you may be required by your employer or other responsible party to take additional steps to protect you and others from contracting and spreading COVID-19, which may include additional policies. Workplaces are not required to provide an exception accommodation if doing so would pose a direct threat to the excepted individual or others in the workplace or would create an undue hardship.

Q: Can any medical provider sign a form for a medical exception from the vaccine requirement in the Oregon Health Authority's rules?

Any appropriate health care or rehabilitation professional can sign a medical exception form, though the information included on the form should fall within the scope of the medical provider's license, registration or certification.

Q: Is it illegal to submit false vaccine or exception documentation to an employer?

The Oregon Health Authority (OHA) has adopted rules that implement ORS 431.110(7) and ORS 433.004(1)(d), laws that give OHA the authority to control communicable diseases like COVID-19. OHA's rules require health care providers, school and school-based program staff to submit vaccine documentation or a request for a medical or religious exception, to their employer or other responsible party. Violating OHA's rules is a Class A misdemeanor under ORS 431.990 and ORS 433.990. If OHA obtains evidence that someone has submitted false information in order to appear in compliance with its vaccination rules, OHA can refer the matter to local or state law enforcement for investigation. A Class A misdemeanor is punishable by up to 364 days imprisonment and a \$6,250 fine.

Document accessibility: For individuals with disabilities or individuals who speak a language other than English, OHA can provide information in alternate formats such as translations, large print, or braille. Contact the Health Information Center at 1-971-673-2411, 711 TTY or COVID19.LanguageAccess@dhsoha.state.or.us.