

Board packet August 24, 2021: Personnel Policy 503 Vaccinations

Friday, August 20, 2021 2:48 PM

Subject	Board packet August 24, 2021: Personnel Policy 503 Vaccinations
From	Ryan Livergood
To	libraryboard
Cc	Noreen Reese; Gina Ornelas; Amy Blanchard; Sandy Beda; 'AFarr@MichaelSilver.com'; WENDY HAMILTON
Sent	Friday, August 20, 2021 2:47 PM

Good afternoon,

As the COVID-19 Delta Variant continues to spread rapidly, it is becoming a growing concern for me, in regards to both keeping our patrons/staff safe and from a library operations perspective. Unvaccinated staff that have close exposure to someone with COVID-19 have to quarantine and cannot come to work, while vaccinated staff, assuming they have no symptoms, can continue to work. We have to do what we can to get as many staff vaccinated as possible, and, for those that remain unvaccinated, do what we can in our power to make sure they come to work healthy. I feel now is the time for us to implement a formal vaccination policy. We are developing this policy now, and while this policy is still very much a work in progress and will not be available until early next week for the Board to review, the policy will state that unvaccinated staff will be required to get COVID-19 tests twice per week. Roger Ritzman has been out of the office the past few weeks, so I have been communicating with attorney Mark Ritzman regarding how we should be approaching this policy and the idea of COVID-19 vaccinations for staff from a legal perspective. According to Mark, everyone is still in the process of figuring this out. Right now, he is advising his clients to go with this approach: strongly encourage vaccinations, but if staff are unable or unwilling to do so, require testing twice a week.

I will be sending out a draft of Policy 503 Vaccinations as soon as it is ready prior to Tuesday's meeting.

Thanks,
Ryan

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