

November 22, 2021
UT-AAUP Newsletter
UT COVID Vaccination Mandate Update

Below is an update received from the Administration on Friday concerning President Biden's executive Order 14042 and the UT COVID vaccination policy.

UT-AAUP Executive Board

COVID-19 VACCINE MANDATE POLICY FOR FEDERAL CONTRACTORS
November 19, 2021

In addition to the Centers for Medicare & Medicaid ("CMS") regulations (42 CFR §482.42) regarding COVID-19 addressed in our November 12, 2021 email correspondence, The University of Toledo is subject to the Federal Government's Executive Order 14042 and guidance issued by the Safer Federal Workforce Task Force. This federal directive applies to **all** University of Toledo employees, in addition to all universities and employers across the country that hold contracts with the federal government. (Clinical facing employees and students are also subject to the CMS Health Care Staff Vaccination rule.)

Due to this federal mandate, the University of Toledo is no longer permitted to allow employees' philosophical exemptions from the COVID-19 vaccine requirement. Those employees who were granted philosophical exemptions must: 1.) either apply for a religious or medical exemption by **Wednesday, Dec. 1, 2021, OR** 2.) receive their first dose of the Covid-19 vaccine (or single dose of Johnson & Johnson vaccine) by the federal government's deadline of **Monday, Dec. 6, 2021**. The federal rules require employees who do not have an approved exemption to receive a full vaccine course by **Jan. 4, 2022**.

Employees who have not been vaccinated against Covid-19, and who do not have a valid religious or medical exemption, and who are covered by collective bargaining agreements ("Agreements") may be subject to the respective disciplinary and or corrective action procedures that are delineated in those Agreements.

UToledo is preparing additional communications about this mandate, which will be shared as soon as possible.