



COVID-19 Vaccination Requirements

ISSUE DATE: July 27, 2021

CONDITION OF EMPLOYMENT: COVID-19 Vaccination Requirements

Purpose

The City and County of San Francisco (City) must provide a safe and healthy workplace, consistent with COVID-19 public health guidance and legal requirements, to protect its employees and the public as it reopens services and returns more employees to workplaces.

- **COVID-19 Vaccination - [High Risk Settings]**

By September 15, 2021, COVID-19 vaccinations will be required as a condition of employment for all City and County of San Francisco employees working in high-risk settings, unless otherwise exempted*.

Pursuant to the health order C 19-07y the Safer-Return-Together Health Order, employees working in “High Risk Settings” [e.g., general acute care hospitals, skilled nursing facilities, residential care facilities for the elderly, homeless shelters, and jails] must obtain a COVID-19 vaccination. Those employees must be fully vaccinated** by September 15, 2021.

Personnel who are not permanently stationed or regularly assigned to a High-Risk Setting but who in the course of their duties may enter or work in High-Risk Settings even on an intermittent or occasional basis or for short periods of time are considered to routinely work onsite in High-Risk Settings. Businesses and governmental entities with such personnel are strongly urged to ensure that such personnel are fully vaccinated by September 15, 2021, and are required to do so by October 13, 2021. This includes employees such as Police Officers, Fire Department personnel, Adult Probation personnel, Sheriff Office personnel, Human Services Administration personnel, Juvenile Probation personnel, etc., who are not regularly assigned to High-Risk Settings, but who may transport people to and from or otherwise interact with people in High-Risk Settings.

Any person exempted from vaccination as described below must:

1. Get tested for COVID-19 at least once a week using either a nucleic acid (including polymerase chain reaction {PCR}) or antigen test; and
2. At all times at the worksite in the high-risk setting wear a “well-fitted” non-vented mask.

These requirements apply to personnel in other buildings in a site containing a High-Risk Setting, such as a campus or other similar grouping of related buildings where such personnel:

1. Access the acute care or patient, resident, client, or incarcerated person areas of the High-Risk Setting.
2. Work in-person with patients, residents, clients, or incarcerated people who visit those areas.

- **COVID-19 Vaccination - [All City Employees]**
Unless exempted*, effective 10 weeks after the Food and Drug Administration approves at least one of the COVID-19 vaccinations, all City employees will be required to be fully vaccinated** as a condition of employment.
- **COVID-19 Vaccination - [Newly Appointed City Employees]**
Unless exempted*, effective immediately, all newly appointed City employees will be required to be fully vaccinated** as a condition of employment.

***COVID-19 Vaccination Exemption**

Employees with a medical condition or other medical restriction that affects their eligibility for a vaccine, as verified by their medical provider [signed by a physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician], or those with a sincerely held religious belief that prohibits them from receiving a vaccine, may request a reasonable accommodation to be excused from this vaccination requirement [see vaccination ascertainment and declination form at www.sfdph.org/dph/covid-19/files/declination.pdf]. The City will review requests for accommodation on a case-by-case basis consistent with existing procedures for reasonable accommodation requests.

****Fully Vaccinated**

Fully vaccinated means two weeks after completing the entire recommended series of vaccination (usually one or two doses) with a vaccine authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization.