

Vaccine Policy FAQ

Updated: Oct. 6, 2021

Included below are the Top 10 questions and answers about Envision's Vaccine Policy. All teammates employed or engaged with Envision are required provide proof of vaccination and be fully vaccinated by Nov. 1, 2021, or obtain an approved exemption. If you have any other questions, please email FutureWorkplace@EnvisionHealth.com.

1. Why are clinical support teammates subject to the vaccination policy?

Even though clinical support teammates are not working at the bedside, they are working with each other, and we want to protect our teammates as much as we want to protect our patients.

We all have a role to play in protecting our communities and one another. As a medical group, we are making a commitment to do our part both at and away from the bedside.

2. What happens if I am only partially vaccinated by Nov. 1?

You are not considered to be in full compliance until you have uploaded a completed vaccine card or have an approved exemption

However, we have updated the vaccination upload site to accept your vaccine card with the first shot and planned future date of second shot. When you receive your second shot, if applicable, you will be able to upload your vaccine card again to show full compliance. We will follow up with teammates at the time of their planned/scheduled second shot to ensure they are complaint with the policy.

3. Will I be terminated if I do not get vaccinated or obtain an approved exemption?

Teammates who have not uploaded a vaccine card or received an approved exemption will receive a termination notice on Nov. 2 with an effective termination date of Dec. 3.

Within our clinical teammates, patient care comes first. We also have a contractual obligation with the hospitals we support. As such, clinical teammates who are not in compliance with Envision's vaccination policy as of Nov. 1 will receive notice on Nov. 2 of their future termination dates.

Though termination dates will vary for clinicians to ensure there are no disruptions in care, all teammates will have until their listed termination date to comply with the policy.

4. Will I be eligible for unemployment?

Teammates who do not comply with the vaccination policy - by either submitting a complete vaccine card or receiving an approved exemption - will be terminated for cause.

In many cases, being terminated for cause makes you ineligible to collect unemployment benefits. Teammates terminated for cause will also be ineligible for severance or Envision subsidized healthcare benefits. COBRA continuing benefits coverage will be available for terminated employees.

5. Will I be eligible for rehire?

If teammates comply with this and other company policies in the future, they are welcome to reapply for positions at that time.

6. Why isn't Envision offering regular testing as an alternative to getting vaccinated?

For now, we are not offering this as an option for all teammates because it is safer for teammates to be vaccinated. It is possible that an accommodation for approved exemptions will require unvaccinated teammates to submit to regular COVID-19 screenings. If this is the case, we will communicate information to impacted teammates at a later date.

We are waiting for more details from the OSHA guidelines before making any further decisions about regular testing.

7. How can I verify that I have complied with Envision's policy?

After submitting your vaccination card, you should receive an email within 10-15 minutes letting you know you have successfully uploaded your card. You can use the link on this email at any time to double check your status. In the event you do not receive an email, you can go back to OKTA where you uploaded your card and click on the link at the top that states "If you want to check the status of your Vaccine Card Upload please click here".

For our clinical teammates who are uploading their vaccination card through the smart sheet process, you may see up to a 10-day lag before the process is complete. You can also talk to your leader or email FutureWorkplace@EnvisionHealth.com for assistance in checking your status.

8. What is the process for reviewing exemption requests?

There is a small group of HR and Legal leaders reviewing all claims to ensure consistency and fairness in the process.

One common reason for the denial of religious and medical exemption requests is due to a lack of information. Please ensure you are filling out each field in the exemption form with adequate detail and attaching required documents for the review committees to thoughtfully consider your request

'No Contact' exemption decisions are being made in partnership with business unit leaders. In the event a 'No Contact' exemption is denied it is likely because the essential duties of your job may require you to have contact with teammates, patients, clients, customers or others.

9. Is Envision going to be requiring boosters?

We are focused on getting teammates in compliance with our vaccination policy on or by Nov. 1. We are not looking at boosters at this time, although some teammates have chosen to submit their boosters already. More information about boosters will be provided as further decisions are made.

10. Why are clinicians' vaccine card submissions taking so long to process?

Clinical teammates who upload their vaccination card through the smart sheet process may experience up to a 10-day delay in completion.

As our hospital partners look at implementing their own policies and complying with state and federal vaccination requirements, they are looking to validate the vaccination status of the clinicians working at those facilities. Our credentialing partners are working hard to ensure this information is captured and verified for all Envision clinicians.

Due to both high volume and the complex validation process, it may take 7-10 business days to complete the approval cycle.