

FAQs: Vaccine Policy 10/07/21

VACCINE MANDATE AND EXEMPTIONS

- Why is Merit mandating vaccines?
 - **ANSWER:** Merit's top priority is keeping our employees, customers, vendors, and guests safe. This requirement will mitigate the significant risk posed by COVID-19 to Merit employees and make Merit a safer place to work for everyone. The vaccine is currently the best option to reduce the spread of COVID-19 and keep employees safe from hospitalizations and death. Dr. Priest, Merit's Chief Wellness Officer, affirms that the evidence is clear that vaccines are safe and dramatically lower risks.

- What is a qualifying exemption from the vaccination mandate?
 - **ANSWER:** – Where required by law, Merit will offer exemptions for sincerely held religious beliefs or medical reasons [Americans with Disabilities Act (ADA)]. Accommodations will be granted where they do not cause an undue hardship to Merit or pose a direct threat to the health and safety of others.

- I believe I have a qualifying exemption from the vaccine due to ADA (Americans with Disabilities Act) or a sincerely held religious reason. What do I do?
 - **ANSWER:** Contact your Human Resources Business Partner or Site HR Manager by phone or email. We ask that you submit requests for exemption by **October 15, 2021**. Please specify if you are requesting a religious or medical (ADA) exemption.
 - An HR Business Partner or Site HR Manager will contact you to answer questions, discuss the process, and any documentation needed from you and/or your healthcare provider (in the case of ADA-related requests).
 - HR and other appropriate internal parties will determine if an exemption will be granted as a reasonable accommodation, or if an exemption would cause an undue hardship to Merit given the nature of your position.
 - If an exemption is granted, you will be required to test on a weekly basis. An HR Business Partner or Site HR Manager will provide testing details to those with approved exemptions.

- What if I don't want to have a vaccination and don't want to be tested?
 - **ANSWER:** Those who are not granted an exemption by the company for a legitimate medical (ADA) or religious reason must be fully vaccinated by **November 30, 2021**. All U.S. employees are required to receive a full COVID-19 vaccination unless a reasonable accommodation is approved. Employees not in compliance with this policy following the deadlines will be subject to discipline, up to and including termination. Montana employees, or employees in other localities prohibiting a mandatory COVID-19 vaccine, are exempt from the vaccination requirement at this time

GETTING A VACCINE

- Is Merit still offering COVID vaccines? Which ones? Do I have to make an appointment with the MeritCare Clinic? How do I make an appointment?
 - **ANSWER:** The Merit Care Clinic offers Moderna vaccinations on Thursdays and Fridays. Call (801) 316-3900 to schedule an appointment.
- Can I choose which vaccine I get?
 - **ANSWER:** Yes, the vaccine is plentiful. Most areas will offer choices. However, only the Merit Care Clinic only offers the Moderna shot.
- When do I have to be vaccinated?
 - **ANSWER:** Proof of your first dose of a vaccine shot must be provided to Merit by **November 1, 2021**. Submit proof of the second dose by **November 30, 2021**. If you receive the J&J shot (one shot vaccine) provide proof by **November 1, 2021**.
- Will I receive paid time off to get vaccinated?
 - **ANSWER:** Employees are encouraged to get vaccinated during non-working hours; however, employees may receive up to two hours of paid leave per COVID-19 vaccine shot (up to two shots) by 1) receiving approval of their time off from their supervisor, 2) uploading proof of vaccination using the instructions provided by Merit, and 3) notifying the Human Resources department that you have uploaded the verification and would like to be credited for the time off. Employees may also receive paid time off to recover in the event of an adverse reaction to the COVID-19 vaccine (limitations and requirements apply – speak with your Human Resources representative).
- Where can I get vaccinated?
 - **ANSWER:** For South Jordan employees, the Merit Care Clinic offers vaccines every Thursday and Friday from 8-9AM. Call the clinic to schedule an appointment (801) 316-3900.
 - Visit [Vaccines.gov](https://www.vaccines.gov) to find vaccination providers near you.
 - Text your ZIP code to 438829 or call 1-800-232-0233 to find vaccine locations near you.
 - Check your local pharmacy's website to see if vaccination appointments are available. Find out which pharmacies are participating in the [Federal Retail Pharmacy Program](#).

VERIFYING VACCINATION

- Do I have to provide a copy of my vaccination card? I'm concerned about my privacy. How will this work?
 - **ANSWER:** Yes. Each employee is required to provide proof of full vaccination.
 - Your vaccination information will be stored in a secure location, separate from your personnel file, and may only be accessed by authorized personnel.

- Upload your vaccine verification to <https://apps.merit.com/EmployeeVaccineInfo>.
 - You must upload a photo of your “official” CDC Vaccination Record Card or official medical vaccination record to the secure website.
 - Accepted photo files are .jpg and .tiff files only.
 - If you saved an image of your vaccine record on your computer to upload to the secure website, immediately delete it from your computer afterwards.
 - Do not send anyone in the company a copy of your vaccination card or record.
 - Do not ask if someone is vaccinated.
 - New hires will be assisted in this process by Recruiting.
- I can’t find my vaccination card. What should I do?
 - **ANSWER:** First, contact the provider that administered your vaccine and ask for a replacement. The provider will have record of your vaccination and be able to quickly provide a new one.
 - All states should have a digital record of their vaccinations, and some, but not all, will send out another physical card.
 - Once you have received a new card or a digital record of your vaccination, be sure to store it safely.
 - To help locate your card go to the following websites to request vaccine records:
 - [Contacts for Immunization Records](https://www.cdc.gov/vaccines/programs/iis/contacts-locate-records.html)
https://www.cdc.gov/vaccines/programs/iis/contacts-locate-records.html
 - [Utah State Vaccine Registry](https://immunize.utah.gov/usiis/)
https://immunize.utah.gov/usiis/

EMPLOYMENT AND VACCINE REQUIREMENT

- If I work from home, what are the requirements for me?
 - **ANSWER:** Employees who regularly work from home are also subject to the COVID-19 vaccination requirement. Merit expects all employees to be available to physically enter Merit’s facilities to meet the needs of the business or return to work in the office as required.
- Is there a job at Merit in the US where I don’t have to be vaccinated?
 - **ANSWER:** No, except where a religious or medical exemption is granted as discussed above.

HOW the COVID-19 VACCINE WORKS

- Why do I need a COVID-19 vaccine?
 - **ANSWER:** Vaccines continue to reduce a person’s risk of contracting the virus that causes COVID-19, including the Delta variant.

- Vaccines continue to be highly effective at preventing hospitalization and death, including against the Delta variant.
 - Fully vaccinated people with breakthrough infections from this variant appear to be infectious for a shorter period.
 - Evidence suggests the U.S. COVID-19 vaccination program has substantially reduced the burden of disease in the United States by preventing serious illness in fully vaccinated people and interrupting chains of transmission.
- Will the vaccines work to protect me against the Delta variant?
 - **ANSWER:** The Delta variant causes more infections and spreads faster than earlier forms of the virus that cause COVID-19. It might cause more severe illness than previous strains in unvaccinated people.
 - Vaccines continue to reduce a person’s risk of contracting the virus that cause COVID-19, including this variant.
 - Vaccines continue to be highly effective at preventing hospitalization and death, including against this variant.
 - Fully vaccinated people with breakthrough infections from this variant appear to be infectious for a shorter period.
- What does it mean when the FDA has granted full approval?
 - **ANSWER:** The Food and Drug Administration [has granted](#) its full approval of the Pfizer-BioNTech COVID-19 vaccine, calling it a "key achievement for public health." The two-dose vaccine is now fully approved for people ages 16 and older. For those who are ages 12 to 15 and for those who are immunocompromised and need a booster shot, the vaccine is still available under an FDA emergency use authorization.

The FDA says, "The public can be very confident that this vaccine meets the high standards for safety, effectiveness, and manufacturing quality the FDA requires of an approved product." Health officials hope the full approval provides some peace of mind for those who have felt hesitant about getting vaccinated.

- Can I get COVID-19 from any of the authorized vaccines?
 - **ANSWER:** No
 - Vaccines prompt our bodies to recognize and protect us from the virus that causes COVID-19. None of these vaccines can give you COVID-19. To learn more about how vaccines work, go to [CDC.gov](#).
- Should I get a COVID-19 vaccination if I’ve already had COVID-19?
 - **ANSWER:** Yes, you should be vaccinated even if you already had COVID-19.
 - Research has not yet shown how long you are protected from getting COVID-19 again after you recover from it.
 - Vaccination helps protect you even if you’ve already had COVID-19.
 - Evidence is emerging that people **get better protection by being fully vaccinated** compared with having had COVID-19. One study showed that unvaccinated people who already had COVID-19 are more than 2 times as likely than fully vaccinated people to get COVID-19 again.

- If you were treated for COVID-19 with monoclonal antibodies or convalescent plasma, you should wait 90 days before getting a COVID-19 vaccine. Talk to your doctor if you are unsure what treatments you received or if you have more questions about getting a COVID-19 vaccine.
 - Experts are still learning more about how long vaccines protect against COVID-19. To learn more, go to [CDC.gov](https://www.cdc.gov).
- What if I have concerns about getting one of the vaccines?
 - **ANSWER:** Consult with your Health Care Provider for information specific to your medical history and current medical needs. Dr. Priest can also provide general information related to the vaccine or you may read more at [CDC.gov](https://www.cdc.gov)
- Can you still spread COVID if you are vaccinated?
 - **ANSWER:** Yes
- If I get a COVID-19 vaccine, can I stop wearing a mask at Merit facilities?
 - **ANSWER:** No. Due to the highly contagious Delta variant, vaccinated people can still spread the virus and can still contract COVID-19. However, COVID-19 vaccines also help keep you from getting seriously ill if you get COVID-19.
- What should I expect after getting a COVID-19 vaccine? Will I have side effects?
 - **ANSWER:** Common side effects are pain, swelling or redness in the arm where you received the shot. Throughout the rest of your body, you may feel tiredness, headache, muscle pain, chills, fever, or nausea. To learn more, go to [CDC.gov](https://www.cdc.gov).

ADDITIONAL QUESTIONS

- I still have questions. Who do I contact?
 - **ANSWER:** Your HR Business Partner or Site HR Manager (for policy questions) or Dr. Priest (for vaccine-related questions) and visit the CDC [website](https://www.cdc.gov).