



MANDATORY VACCINATION POLICY
INDEPENDENT CONTRACTORS

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Effective Date: November 12, 2021	Revision Dates:

Purpose

Vaccination is a vital tool to reduce the presence and severity of COVID-19 cases in the workplace, in communities, and in the nation as a whole. FleetNurse has adopted this policy on mandatory vaccination to safeguard the health of our Independent Contractors and the employees and patients of our client facilities from the hazard of COVID-19. This policy complies with the interim final rule by the Centers for Medicare & Medicaid Services (CMS) requiring COVID-19 vaccinations for Health Care Workers.

All Independent Contractors of FleetNurse are covered by this policy and are required to be fully vaccinated as a term and condition of picking up shifts at facilities through FleetNurse.

All Independent Contractors are required to report their vaccination status by providing proof of vaccination. Independent Contractors must provide truthful and accurate information about their COVID-19 vaccination status. Independent Contractors not in compliance with this policy will be unable to accept shifts until they provide proof of vaccination status.

Procedure

Overview and General Information

All FleetNurse Independent Contractors must be vaccinated no later than January 4, 2022. Independent Contractors are considered fully vaccinated after completing the second dose in a two-dose series, such as Pfizer or Moderna vaccines, or after a single-dose vaccine, such as Johnson & Johnson.

FleetNurse will follow the guidelines set by the CMS for Independent Contractors to be fully vaccinated over two phases:

- Phase 1: By December 5, 2021, Independent Contractors must have received the first dose of a 2-shot series (Moderna or Pfizer, currently) or a single dose of a 1-shot vaccine (Johnson and Johnson, currently). Independent Contractors must complete this step before they can provide any care, treatment or other services through FleetNurse.
- Phase 2: By January 4, 2022, all Independent Contractors must complete the primary vaccination series and provide documentation to FleetNurse.

FleetNurse Independent Contractors are required to provide sufficient documentation by the above dates of Phase 1 and Phase 2 to be eligible to pick up shifts at client facilities. Documentation can be uploaded to the FleetNurse mobile app under Requirements. If the documentation is not received by the Phase deadlines the Independent Contractor will not be eligible to work through FleetNurse until the documentation has been received, reviewed, and approved by FleetNurse.

Acceptable proof of vaccination status is:

1. The record of immunization from a healthcare provider or pharmacy;
2. A copy of the COVID-19 Vaccination Record Card;
3. A copy of medical records documenting the vaccination;
4. A copy of immunization records from a public health, state, or tribal immunization information system; or
5. A copy of any other official documentation that contains the type of vaccine administered, date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) administering the vaccine(s).

Proof of vaccination generally should include the Independent Contractor's name, the type of vaccine administered, the date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) that administered the vaccine. In some cases, state immunization records may not include one or more of these data fields, such as clinic site; in those circumstances FleetNurse will still accept the state immunization record as acceptable proof of vaccination

Enforcement

The HR director is responsible for policy interpretation, administration, and enforcement. This policy is subject to change with updates provided by the Centers for Medicare & Medicaid Services.