

University of California 2021-2022 Flu Vaccination Executive Order

Employee Frequently Asked Questions

1. Is UC requiring flu immunizations of employees?

The [executive order issued on October 8, 2021](#) requires all covered students, faculty, other academic appointees and staff to get vaccinated against influenza, or opt out using a form supplied by their location after receiving information about flu vaccine, no later than November 19, 2021.

The executive order creates a uniform policy for the 2021-2022 flu season applicable to all students, faculty, other academic appointees and staff learning, living or working at UC locations. However, all members of the UC community are strongly encouraged to receive the flu vaccine.

Individuals who wish to opt out may affirmatively do so in writing but will be required to wear masks or face coverings at UC locations through the end of the flu season even if COVID-19 requirements are loosened. More restrictive measures may apply at some locations as a result of statewide or local public health orders.

2. Why is UC requiring flu immunizations?

Based on its review of guidance from public health authorities and scientific studies, the University views vaccination against influenza as an important part of actions needed for the safe return to in-person activities as well as for protecting the public health of the surrounding communities. The COVID-19 pandemic is continuing, and the potential confluence with influenza viruses remains a threat to the health and safety of the UC community and the public at large. The potential for a high burden on health care systems continues due to the possibility of both influenza and SARS-CoV-2 viruses circulating at the same time.

3. What is the deadline to meet the requirements of the executive order?

The deadline is November 19, 2021 for covered individuals to meet the requirements of the executive order, which includes getting vaccinated or opting out of vaccination using a form supplied by their location after receiving information about the flu vaccine.

4. Will faculty, other academic appointees or staff working remotely this fall need to meet the requirements of the executive order?

No, but if faculty, other academic appointees or staff who are working remotely are later required or want to access UC premises in connection with their employment, appointment or education/training during the 2021-2022 flu season, they must first meet the requirements of the executive order.

Even if you work remotely, everyone is encouraged to obtain the 2021-2022 flu vaccine consistent with Centers for Disease Control and Prevention guidance and California Department of Public Health guidance, as well as recommendations from the American Academy of Family Physicians, the American Academy of Pediatrics, and the American College of Obstetricians and Gynecologists.

5. Are there any exemptions from the mandate?

No exemptions are necessary. Anyone who chooses to opt out may do so, as outlined in the executive order, but will be required to wear masks or face coverings at UC locations through the end of the flu season even if COVID-19 requirements are loosened.

6. I am afraid of getting a shot. Are there options that do not involve a shot?

Please speak with your health care provider about your options. Many people can get vaccinated with a nasal spray rather than a shot.

7. Is there a penalty or consequence for faculty, other academic appointees and staff if they do not meet the requirements of the executive order?

Covered individuals who have not met the requirements of the executive order – which include getting vaccinated against influenza, or opting out using a form supplied by their location after receiving information about flu vaccine – will be required to wear masks or face coverings at UC locations through the end of the flu season even if COVID-19 requirements are loosened.

8. How will faculty, other academic appointees and staff provide proof that they have received their flu shot?

UC locations will communicate the details to their communities.

9. When and where will this year's flu vaccine will be available?

The vaccine is available now in most locations, including retail pharmacies, doctors' offices and medical clinics.

10. What is the cost of the flu vaccinations for faculty, other academic appointees or staff?

All Affordable Care Act-compliant medical insurance plans, including UC's employee health plans, cover influenza vaccination at no cost to the individual.

11. Will you be setting up flu vaccine clinics for faculty/other academic appointees/staff at UC locations that are not campuses (UCOP, Sacramento, Washington D.C., ANR, etc.)?

While some locations may host flu vaccine clinics, individuals can obtain flu vaccination from a local pharmacy or their physician's office.

12. Will locations provide paid time off for non-exempt employees to obtain the vaccine?

Yes. Non-exempt employees and hourly academic appointees may take up to four hours of paid time to obtain the vaccine. Employees and academic appointees must provide advance notice to their supervisor. Paid time off for represented employees may differ depending on the collective bargaining process.

13. Does this requirement apply to Lawrence Berkeley National Laboratory (LBNL)?

Yes, this requirement applies to LBNL.

14. Are UC contract employees and independent contractors covered by the new vaccine mandate?

UC employees who are working on premises at any UC facility are covered by the new flu vaccine mandate. Independent contractors, vendors, and other visitors are not covered but are strongly encouraged to be vaccinated.

15. Does this requirement apply to visiting scholars and visiting students?

Yes. One of the main purposes of the vaccine mandate is to reduce the risks of being on campus, and it applies to *all* students, faculty, other academic appointees and staff living, learning, or working on premises at any UC facility. The requirement is not premised on whether a person is a paid employee, but rather, whether they are a student, member of the faculty, other academic appointee or staff entering a UC facility in connection with their employment, appointment or education/training. Accordingly, the requirement does apply to visiting scholars and visiting students.

16. Does this requirement apply to children enrolled in UC day care centers or K-12 schools?

No, the executive order does not apply to those children, however, these day care centers and schools are subject to state laws governing mandatory vaccinations, and UC locations may implement similar mandates, consistent with recommendations from the Centers for Disease Control and Prevention.

17. What other immunizations does UC policy require of employees?

Vaccination against the virus that causes COVID-19 is also required of employees who are covered individuals under [UC's COVID-19 vaccination policy](#), subject to limited exceptions and deferrals. Clinical locations, day care centers, certain research labs, and other UC locations have adopted other immunization mandates consistent with federal and state law and local public health directives.